Point of View

By Catharine R. Stimpson

It Is Time to Rethink Affirmative Action

On December 4, Secretary of Education Lamar Alexander proposed new rules governing the legality of scholarships for minority students. They declare campus diversity a good thing, but race-specific scholarships a bad thing—unless a private donor or Congress creates them.

Mr. Alexander's action leaves unanswered questions about civil-rights law, educational policy, and the politics of the ruling. By the first week in March, responses to the proposals must be in. Yet no matter what they are, no matter what the Secretary's final regulations ultimately are, the issue of affirmative action will still be with us—because educational inequities will still be with us.

The birth of affirmative action in the late 1960's and 1970's was a struggle. Its most principled opponents argued honorably that American law and public policy ought to be color-blind. Anything that was limited to one race, no matter how well intentioned, was wrong. Unfortunately, not every opponent was principled. The argument about affirmative action also was divisive and prejudicial, a misinformation campaign that demonstrated more hostility about a remedy for injustice than about the injustice itself.

After the 1970's, the struggle became less rancorous in higher education. Indeed, during the 1980's, the Department of Education received fewer than a dozen inquiries or complaints about race-specific scholarships. However, during the same decade, the opposition to affirmative action gained two weapons. First, the elections of Ronald Reagan and George Bush to the Presidency permitted lower federal officials to translate ideological opposition to affirmative action into practice. Second, some highly accomplished African-American intellectuals began to criticize the programs that had, ironically, often aided their education.

Of these writers, I find the most persuasive to be Stephen L. Carter, the Yale Law School professor and author of *Reflections of an Affirmative Action Baby* (BasicBooks, 1991). Speaking to a black audience, he defends the right to dissent from communal orthodoxies. Speaking to people like me, he claims that affirmative action has had its day. To its credit, affirmative action has nurtured a black middle class, Carter says, but its members pay the price of being stigmatized as people who made it only because of that remedy.

Given the persistence of the resistance to affirmative action, it might be tempting to toss up one's compliance plans and agree that affirmative action has gone astray, over the top, beyond the pale. Certainly, it has not brought a paradise of equity, and its administration has often been clumsy. Institutions have made some bad, cynical faculty hires and admitted some students without sufficient preparation and support. A very few faculty members and students have ripped off the system by manipulating it, for example by playing on racial guilt. I have occasionally groaned at the ways of bureaucracy as I have read and written affirmative-action reports.

Despite all this, affirmative action has not gone astray. If anything, it has been driven astray by sloppiness, indifference, and belligerence. I have heard faculty members and administrators say biased things about women and minorities and deliberately ignorant things about affirmative action, such as "It's forcing quotas down my throat"—their behavior revealing why affirmative action was necessary in the first place. I have listened to members of the same groups rationalize their inability to hire anyone other than a clone by blaming a "limited pool" of minority candidates or the "dual career" demands of women of all races.

The important reality is this: Affirmative action has worked. To be sure, it has limbered and creaked. It has worked slowly, unevenly, and incompletely—particularly when support for equity has been mean and opposition to it lavish. Arguably, it has worked least well for black males. Nevertheless, affirmative action has served us.

The process of doing affirmative action has demonstrated that the pool of qualified candidates was wider and deeper than the academy had previously admitted. The process also has released talent and industry. Think, for example, of the career of Dolores E. Cross. At 19, she was married, a clerk at the Newark Board of Education, pregnant with her second child. She entered college in 1955, received her Ph.D. in 1971, and is now the president of Chicago State University.

Moreover, as the heroic example of President Cross shows, the academy now has greater diversity among students, staffs, and faculties. In 1990, the United States awarded the greatest number of doctorates ever: 36,027. From 1960 to 1990, the proportion of women earning them increased from 11 per cent to 36 per cent, including more women from every racial group.

Yet, even if affirmative action has not gone astray, it is time to rethink it. This proposal is not a craven submission to the anti-affirmative actioneers but the recognition of another reality: Affirmative action was the creation of a historical period, meant to heal its historical problems. Then, despite the passage of several civil-rights laws, virtually no members of minority groups and only a handful of white women were being allowed to advance in predominantly white institutions. This period is receding. The problems have mutated. One reason they have done so is that affirmative action did work to a degree, because it did help to nurse affirmative-action babies.

> "A broad review is due, a rethinking that avoids both the easy comforts of hysteria about any change and the denunciation of affirmative action's mere existence."

In 1975, the Carnegie Council on Policy Studies in Higher Education foresaw such an evolution. Its valuable study, "Making Affirmative Action Work in Higher Education," describes affirmative action as a "transitian period between actual past deficiencies af major proportions and potential future achievements of true equality of opportunity." Because affirmative action *is* such a transitional program, the boak concluded that it needs periodic reviews to see "what amount and kind of federal involvement is still necessary."

In the harsh early light of the 1990's, a broad review is due, a rethinking that avoids both the easy comforts of hysteria about any change and the denunciation of affirmative action's mere existence. Rethinking entails seven steps:

- Reinvigorating the purpose of affirmative action, which was to remove prejudice and open the gates of higher education. Today, because class and the economy, perhaps as much as race, are closing these gates, the process should take a student's economic background into account, in addition to minority status.
- Enlarging the meaning of affirmative action. Narrowly construed, it is a legally mandated employment practice. Broadly construed, it is the umbrella term for all the programs that reflect a community's commitment to equity. The broader the construction, the more successful the practices for advancing underrepresented groups seem to become.
- Creating a national "equity ledger" setting out what equity means in student admissions, financial aid, and retention and what it means in employment. We should rigorously examine *all* the preferences that now exist in these areas. We would then ask who breathes deeply enough of the air of equity on that fabled site, the level playing field, to drop the oxygen mask of affirmative action—and, crucially, who does not.
- Strengthening the links among various kinds of schools and colleges. Disadvantaged junior-high and high-school students feel more comfortable in college if they have some experience of college—even a visit—before they get into first-year English. Community-college students need good transfer programs to four-year institutions; many poor and/or minority students are in community colleges. For example, the number of Asian Americans enrolled in all higher education grew from 198,000 in 1976 to 497,000 in 1988. Most of these students attend public institutions, and almost one-half are in a two-year college.
- Nurturing the historically black colleges and universities. Of the baccalaureate institutions in the United States whose minority graduates went on to earn Ph.D.'s between 1986 and 1990, 17 of the top 20 were historically black colleges and universities. The other three were urban institutions: Wayne State University, City College of the City University of New York, and New York University. At Howard and Hampton, Spelman and Fisk are many of the next generation of black scholars, researchers, and teachers.
- Remembering the obvious, that the purpose of higher education is education. Thus, rethinking affirmative action means accepting the new scholarship about women and gender, race and ethnicity, domination and freedom, class, and sexuality. The syllabi of an equitable community will reflect these intellectual movements, not because faculties are filled with Dr. Feelgoods of thought, but because they are thoughtful.
- Expanding, with more passion than many of us in higher education have shown, affirmative action for children. Any rethinking for higher education is chaff unless we feed, shelter, love, and educate all children. In my neighborhood is Scotty, a retired man and shrewd observer, who gets his coffee and hangs out at the delicatessen next to my Victorian house. For two years, Scotty has babysat for a husky, bright little kid, Luther, the child of a single, working mother. Recently, when I had not seen Luther with Scotty for several days, I asked where Luther was. "Oh," said Scotty, with relief, pride, and happiness, "he got into the Head Start program. He's in that Head Start. He's on his way." Here, in my neighborhood, is a dollop of affirmative action for children. How many neighborhoods have programs for a Luther?

In Adrienne Rich's newest book, she has a title poem, "An Atlas of the Difficult World." There she writes of the waste of "those who could bind, join, reweave, cohere, replenish . . . those needed to teach, advise, persuade, weigh arguments/those urgently needed for the work of perception/work of the poet, the astronomer, the historian, the architect of new streets."

Affirmative action is a meritorious plan against obscene waste. We need to rethink it so that it can better bind and reweave the present. If we fail to do so, we will have pushed it further astray, to be devoured by its enemies or to atrophy on a diet of inertia.

Catharine R. Stimpson is university professor and dean of the graduate school at Rutgers University at New Brunswick. This article was adapted from the 1991 Woodrow Wilson National Fellowship Foundation annual lecture.

THE CHRONICLE of Higher Education

January 22, 1992 • $2.75
Volume XXXVIII, Number 20

Quote, Unquote

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"When you look at what will be happening at the elementary and secondary schools, you see that the students are definitely going to be there. An important question for the colleges is whether they will be able to secure the funds to accommodate these people."
Co-author of a report on projections of enrollments for next 10 years: A1

"Everybody feels there's a treasure of Soviet intellectual activity that needs help, needs to be saved before it goes down the drain."
Executive officer of the American Academy of Arts and Sciences: A1

"Unfortunately, we come very quickly to the forefront of mathematical knowledge."
A professor who studies ways to reduce traffic snarls: A11

"Students won't have to kiss the bride through a veil."
A professor on the Jewish Theological Seminary's plan to offer courses in Yiddish: A20

"We can take pride in what has been accomplished, but it would be naive[illegible] to think that the real major steps were still ahead of us."
A college president on NCAA's efforts to reshape college sports: A38

"Museums are supposed to be in the business of shaping, not reflecting, taste. A steady diet of commodified culture can only dull the public's critical capacities."
An art-history professor: B3

"Getting astronomers to make choices among telescopes is a far cry from getting the scientific community to agree on the relative importance of molecular genetics, atmospheric chemistry, and materials science."
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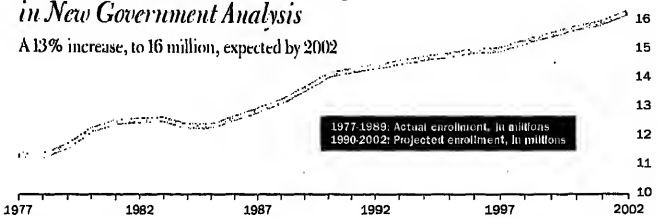
Enrollment Projections Revised Upward in New Government Analysis

A 13% increase, to 16 million, expected by 2002



By JEAN EVANGELAUF
WASHINGTON

In findings that present a rosier outlook for college enrollments than previous studies did, the U.S. Department of Education estimates that the number of college students will climb from 14.1 million in 1991 to 16 million in 2002.

The projected 13-per-cent increase is largely the result of rising college-enrollment rates and the growth, beginning in 1996, of the 18- to 24-year-old population.

A table detailing enrollment and other projections appears on Page A36.

53 Million Schoolchildren

The department has also revised upward its estimate of enrollments in elementary and secondary schools. By 1998, the number of schoolchildren will surpass the peak of 51.3 million reached in 1971, and will climb to 53 million by 2002. Those projections are some 6 per cent higher than earlier ones because they take into account updated Census Bureau statistics indicating increased fertility and immigration rates.

The new projections should help colleges conduct long-range planning, said Debra E. Gerald, a co-author of the report and a statistician with the department.

"When you look at what will be happening at the elementary and secondary schools, you see that the students are definitely going to be there," she said. "An important question for the colleges is whether they will be able to secure the funds to accommodate these people."

Commenting on the projections, Elaine El-Khawas, vice-president for policy analysis and research at the American Council on Education, agreed that college enrollment would continue to climb.

"In our society, beginning workers need some college-level training," she said. "Jobs for high-school graduates have dried up, and college training has become the new minimum."

For the first time, the department forecast college enrollment by racial and ethnic group. The figures, which the department termed "preliminary," go through 2000 only. They indicate that minority enrollment will grow faster than white enrollment, continuing the trend of the 1980's.

Over all, the proportion of enrollment made up of minority-group members is expected to rise to 22 per cent in 2000 from 20 per cent in 1991. That increase would be due in large part to growth in minority populations rather than to a rise in the college-attendance rates of those groups, Ms. Gerald said.

Shift in the Age Distribution

The number of female students will rise at twice the rate of male students, according to the department. From 1991 to 2002, female enrollment is projected to rise 18 per cent, to nearly 9 million, while the number of male students will increase 9 per cent, to 7 million. By 2002, women will account for 56 per cent of all college students, compared with 54 per cent in 1991.

A shift is expected in the age distribution of college students, with a growing proportion of them expected to be 35

Continued on Page A36

Jeremy J. Stone, head of the Federation of American Scientists: "Let's put this on a capitalist basis. Let the American scientists figure out who's who."

Plight of Russian Scholars in Weak Economy Prompts New U.S. Efforts to Support Them

By KIM A. McDONALD

Concern over the survival of Russian scholars in their country's deteriorating economy has prompted some American foundations and scholarly organizations to explore new ways to help.

Among the ideas being considered are competitive grants to Russian scholars or institutes, subcontracts to Russian researchers, and a system of "sister institutions" linking American universities with Russian institutes in cooperative research.

Most of the proposals have been crafted in recent weeks, in response to reports of deteriorating working conditions for Russian scholars and the threat of a massive emigration of Russian scientists and intellectuals.

While the ideas for the new programs have grown out of a concern for the academics' welfare, the assistance is intended to be much more than a humanitarian gesture. In disciplines in which Russians are acknowledged leaders, such as mathematics and theoretical physics, many American scholars say they fear the inability of key individuals to conduct research or the demise of certain institutes would eliminate important resources used by the rest of the world.

"Everybody feels there's a treasure of

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Olin Fund Gives Millions to Conservative Activities

The John M. Olin Foundation has been called the country's most effective private philanthropy, but it draws fire from critics who dislike its goals.

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MARGINALIA

It's no-comment week:

■

Memo at Monroe Community College:

The college community is invited to attend an informational meeting

AGENDA

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E. KENT DAMON CENTER
ENERGY RETROFIT PHASE II
RESURFACE PARKING LOTS
PERIMETER ROAD PAVING, . . .
WIDOW RETROFIT

■

From the catalogue of the University of Colorado at Denver:

"Legislators eventually designed a compromise. Denver received the state capitol, Boulder and Canon City, two other ambitious towns, also sought state institutions. Canon City, at least in legend, was given a choice between the state university and the state penitentiary. City fathers in the southern Colorado town reckoned that the prison would be better attended. Prisoners, they figured, would be better behaved than university students and, in those days, prisoners could be hired as cheap labor. Furthermore, college professors were a poor and strange lot, sometimes as dissipated as their students. So Canon City chose the prison and Boulder received the state university as a consolation prize."

■

From Evergreen State College:

"The College's Affirmative Action Policy and the policy of non-discrimination which assure equal employment opportunity and access to programs are based on the following state and federal laws, and executive orders:

". . . 14) Equal Pay Act of 1963 (requires equal sex for equal work)."

■

From the report of a "risk-management assessor" to the University of California at Irvine:

"It has been noted by University officials that the eucalyptus trees which proliferate the campus, have an inherent natural tendency to suddenly drop their branches. Their brittleness seems particularly susceptive to strong winds which can be prevalent at any time of the year."

■

From *Falcon Times*, the student paper at Miami-Dade Community College–North:

"Daughtrey said the three best things about Miami-Dade are that it is 'local, affordable and the quality of the education is next to none.' "

■

A job notice in this month's American Society for Microbiology *News* asks that applications be sent to the "Uninformed University of the Health Sciences." —C.O.

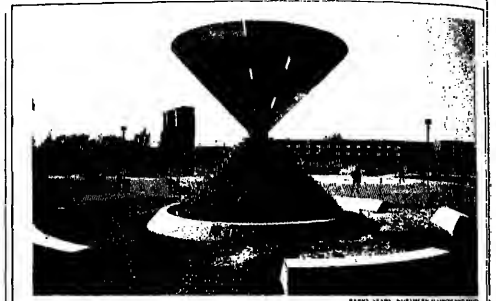
In Brief

Report on stampede criticizes City College

NEW YORK—An investigation into a stampede before a basketball game at the City University of New York's City College has found that a wide array of people—including college and system officials—were to blame for the tragedy that left nine dead last month.

A 67-page report on the investigation, which was commissioned by New York Mayor David Dinkins, made several recommendations for improving security on the campus. College officials said they had already made many of those changes in the wake of the incident.

The report, "A Failure of Responsibility," concluded that the college provided inadequate security for the celebrity basketball game, which drew as many as 5,000 people to a gym that holds far fewer. The report also faulted city police and the head of the campus's evening student government. ■



BARRY SIEGEL, NORTHERN ILLINOIS UNIVERSITY

A tribute to King at Northern Illinois U.

DE KALB, ILL.—A 17-foot-tall concrete sculpture called "The Balance of Equality" has been built on the campus of Northern Illinois University to honor the Rev. Martin Luther King, Jr. The abstract sculpture has sparked controversy. Some critics have suggested that a representational statue of King would have been more suitable.

The work, created by the sculptor Dana Nardi, was the winner of a $75,000 competition sponsored by the university to honor King. Jurors who selected his work said an abstract sculpture would generate more discussion than would a statue of King. ■

Colby College embarks on artistic 'time share'

WATERVILLE, ME.—The Colby College Museum of Art will open an exhibition next month that will include world-famous pieces of European Impressionist art.

The exhibit is the result of an unusual agreement between the college and the Portland Museum of Art, and was arranged by John Payson, an art dealer who owns the collection.

In what Edward Hershey, the director of communications at Colby, termed "a kind of artistic time-share arrangement," the college museum will house the 26-painting collection of works, including Renoir's "Confidences" (*above*), until June, and then exhibit it every other year. The Portland Museum will have the collection when it is not at Colby. ■

PORTLAND SUNSPOT OF ARS

U. of Bridgeport unveils plan for possible merger

BRIDGEPORT, CONN. Trustees of the financially strapped University of Bridgeport voted last week to work with nearby Sacred Heart University on a plan that could lead to the merger of the two institutions.

Walter Wager, a Bridgeport spokesman, said officials were calling the agreement a "comprehensive association." It is unclear whether the end result will be a merger into a single institution, he said, but he added: "It's certainly moving in that direction."

The plan would keep the Bridgeport campus open. Sacred Heart University is located in Fairfield, Conn.

Bridgeport's law school, which would be included in the agreement with Sacred Heart, has been seeking to break away and affiliate with Quinnipiac College. About 200 law-school supporters disrupted the news conference where last week's plan was announced.

13th fire hits Mankato State U.

MANKATO, MINN.—The worst in a series of fires that have hit the Mankato State University campus since June caused more than $120,000 in damage to the institution's art department this month.

No one was injured in the blaze, which like the others is believed to have been the work of arsonists.

The fire was the 13th to break out on the campus since last summer and caused significant damage to art studios and classrooms (*right*) and destroyed collections of artwork.

The other fires were relatively minor.

State and local police are investigating the cause of the fires, a university spokesman said. ■

RYAN DAHLBERG

Armed man arrested at Notre Dame

SOUTH BEND, IND.—A man armed with a handgun and a knife was arrested last week outside the office of University of Notre Dame President Edward A. Malloy.

The man, Gerald V. Zilkos, said he was there to serve Father Malloy with court papers. Mr. Zilkos had sued Notre Dame, claiming that the university had violated his religious rights by banning him from the campus. The university banned him from the grounds because, officials said, he had caused two previous disturbances.

Clarification

A story on a group of black college presidents planning a "summit meeting" of all of their colleagues said that Edward Fort, the chancellor of North Carolina A&T University, was among those involved in the effort (*The Chronicle*, January 15). While organizers said Mr. Fort was involved, he said last week that he was not involved and would not become involved. ■

The Chronicle of Higher Education (issn 0009-5982) is published weekly except the third week in August and the last two weeks in December, at 1255 Twenty-Third Street, N.W., Washington, D.C. 20037. Subscription rate: $67.50 per year. Second-class postage paid at Washington, D.C., and at additional mailing offices. Copyright © 1992 by The Chronicle of Higher Education, Inc. Printed in the United States of America. POSTMASTER: Send address changes to The Chronicle of Higher Education, P.O. Box 1955, Marion, Ohio 43305. Member, Audit Bureau of Circulations. The Chronicle reserves the right not to accept an advertiser's order. Only publication of an advertisement shall constitute final acceptance of the advertiser's order.

Yale considers trimming arts and sciences

NEW HAVEN, CONN. — Yale University is considering a plan to eliminate about 12 per cent of faculty posts in the arts and sciences over the next decade. All reductions would come through attrition.

Last February the university asked a committee of 12 arts and sciences professors to suggest ways to reduce costs. The committee presented its proposals last week.

Citing small enrollments and undeveloped programs, the committee recommended that some departments, like linguistics, be discontinued. It suggested that others, including those in engineering, be merged or consolidated. And it recommended that the university reduce the number of faculty members in sociology.

Yale is running an $8-million deficit, the first in 11 years. Over the past year, the university has attempted to reduce the deficit by, among other methods, cutting back on academic programs and laying off workers.

University officials are now seeking concessions in contract negotiations with unions representing Yale's 3,500 office workers. The contract was to expire last week. Yale wants to be able to transfer and lay off workers with greater ease, and to subcontract out more work.

Workers were planning a one-day work stoppage this week if no agreement had been reached. A strike vote would be taken later. ■

Ex-hostage returns to the classroom

ALBION, MICH.—Five years after he was abducted in Lebanon, Alann Steen (*below*) returned to the classroom last week, teaching journalism at Albion College.

"I'm perhaps a little bit out of academic shape," he said in an interview. "But when things calm down, I don't think it will be a problem at all." Mr. Steen taught for four years at Heirat University College until he was taken hostage in 1987. He will teach three courses at Albion. His wife, Virginia, teaches art history at the college.

Mr. Steen said he was excited to be back to teaching, but would probably have to update his lecture notes for the 1990's. ■

ROBERT PAUL PRIER

College food bank serves needy students

SUFFERN, N.Y.—Students at Rockland Community College who have trouble making ends meet can get free food and toiletries at the college's Food Resource Center (*below*).

When the food bank opened in 1988, it served 60 students a month. Now, because of the recession, the center serves about that many each day, said Walter Greenberg, the center's director.

Although other colleges and universities operate food banks, most serve members of their communities, not students.

"You can't take advantage of school if you're worried about where you're going to get your next meal," said Mr. Greenberg.

The center gets food through donations from local grocery stores and social-service agencies. ■

ROCKLAND COMMUNITY COLLEGE

PORTRAIT

A Non-Traditional University Looks at Tradition

PAUL HERTZ FOR THE CHRONICLE

Charles E. Glassar: "We're defining ourselves in the context of the traditional models as well as in the context of our own history. We're trying to extract the best of both."

By THOMAS J. DeLOUGHRY

ORINDA, CAL.

John F. Kennedy University was a trail blazer in adult education when it opened in 1965. Today it is still plying that role as it grapples with campus issues that most traditional colleges face well before their 26th birthdays.

Founded in a mortuary in Martinez, Cal., the university has graduated to renting a former grammar school and a former middle school here and some commercial space in nearby Walnut Creek. It has complemented its pool of more than 800 adjunct faculty members with 16 full-time faculty members—presenting new questions about campus governance and tenure.

The university also has plans to place itself on firmer financial footing by stepping up its fund raising. Officials want the university to own a campus and to wean itself from its heavy reliance on tuition.

In short, this non-traditional institution is striving to become a bit more traditional.

"Here's a culture in the throes of dramatic change," says Charles E. Glassar, JFK's president since 1990. "We're defining ourselves in the context of the traditional models as well as in the context of our own history," he says. "We're trying to extract the best of both."

Night and Weekend Classes

JFK has been non-traditional since its start, when it took the name of the late President to honor his commitment to education. Today its student population numbers 1,800 and has an average age of 37. Seventy per cent of its students are female, and 70 per cent are enrolled in graduate programs that include human consciousness, law, management, museum studies, and psychology. The remainder are undergraduates. Nearly all classes are held at night or on weekends.

I. Michael Heyman, a former chancellor of the University of California at Berkeley and an adviser to JFK, says the university's service to older women seeking advanced degrees has filled a "real important" niche in higher education in the San Francisco Bay Area.

"I don't think we at the University of California are up to that," he says. "We don't know how to sculpt a program that would be useful and attractive to more than 2 or 3 per cent of that population."

Mr. Heyman, who is now a professor of city planning and law at Berkeley, applauds the efforts JFK is making to expand the role of its faculty. "They're obviously trying to make themselves more solid in a traditional way," he says. He attributes the plans to an "inner compulsion" among administrators to improve the university's financial standing and curricula and to pressure from accreditors to involve faculty members in curriculum decisions.

Gail P. Solt, director of the university's sports-psychology program and president of its Faculty Senate, says the Western Association of Schools and Colleges did put pressure on the university to give more power to its faculty members. The university responded by hiring full-time faculty members in 1990 for the first time and by sharing power with the Faculty Senate.

"We have certainly come a long way," Ms. Solt says in describing the work the senate has done in establishing committees to handle faculty grievances, discuss faculty compensation, and judge proposals for new courses. "We see ourselves as being responsible for the establishment and ongoing review of the academic character and integrity of the university," she says.

Debate Over Tenure

While full-time faculty members are now being hired under one-year contracts, Ms. Solt and President Glasser both anticipate longer contracts in the future and a debate about whether tenure should be offered. Such a debate would come at a time when many people inside and outside higher education are questioning whether tenure leads to complacency and diminished productivity.

"We're struggling with the issue," says President Glasser. "We want to make sure we honor, recognize, and continue the full-time faculty commitment to the university, but, at the same time, honor the adjunct faculty."

The effort to hire and retain full-time faculty members will be expensive, Mr. Glasser says, explaining that he would like to see the university win more grants from private foundations. A key to winning grants, he says, will be to make the university better known outside those fields in which it has been recognized for having unique programs.

'Greater Self-Knowledge'

The Graduate School for the Study of Human Consciousness may be the best known, attracting students from across the country. A brochure for the school says its students are "interested in developing greater self-knowledge and exploring their own potential for growth and personal development."

The school's focus has attracted some critics, as well. "Touchy feely, flaky Californian, blah, blah," President Glasser says, mimicking those who, he says, have unjustly poked fun at the school. He points out that a majority of the school's students are in the transpersonal psychology program, which gives them experience in an Oakland counseling center and enables them to earn a master's degree that fulfills a requirement for a California Marriage, Family, and Child Counselor license.

Such criticisms are old hat for Robert M. Fisher, the executive director of the San Francisco Foundation, who served on JFK's president from 1974 to 1985. He says any university that teaches non-traditional courses in a non-traditional setting has to expect a few gibes from traditional colleges.

"I think alternative institutions have a very tough row to hoe through the eyes of traditional academe," he says. "I was used to riding in the back of the bus all those years." ■

Footnotes

The revelation a little more than a year ago that the Rev. Martin Luther King, Jr., had plagiarized portions of his doctoral dissertation while at Boston University in the 1950's significantly tarnished the image of the slain civil-rights leader.

The release next month of the first volume of *The Papers of Martin Luther King, Jr.*—edited by Clayborne Carson, Ralph E. Luker, and Penny A. Russell, and published by the University of California Press—could help call attention back to other facets of King.

It was the editors of the King papers who first made public the fact of the plagiarism. Unfortunately, said Mr. Carson, a professor of history at Stanford University and the director of the King papers project, that explosive news drew attention away from other things of more lasting importance that King's papers reveal.

The first volume, which takes King to age 22, could be an important contribution to the understanding of African-American religion and its significance in King's life, Mr. Carson said. He noted, in particular, the involvement of King's father and grandfather in the national Baptist movement.

When King came on the scene, he said, "you probably couldn't find a black Baptist preacher who wouldn't have known who he was, because they knew his family."

"That goes a long way toward explaining why he suddenly appeared as a leader."

None of the documents in the first volume—which includes childhood letters and early school papers—have been published before, and most have not previously been available to scholars, Mr. Carson said. The second volume, detailing King's theological work at Boston University, should be out in a year; there will be 14 volumes in all.

■

Five of the world's most prolific scientists in the 1980's published an average of more than one research article a week from 1981 to 1990, according to statistics compiled from the *Science Citation Index*.

The two most prolific were Yury T. Struchkov, a chemist in the Soviet Union who averaged one paper every 3.9 days, and Stephen R. Bloom, a gastroenterologist in Britain, who averaged one every 4.7 days.

The other three, in order of productivity, were Mikhail G. Voronkov, chemist, Soviet Union; Aleksandr M. Prokhorov, physicist, Soviet Union; and Ferdinand Bohlmann, chemist, Germany.

The ranking was determined by a computer search of papers in 3,200 peer-reviewed journals listed in the *Index*. A report of the study was published in the current (November/December) issue of *Science Watch*, a newsletter published by the Institute for Scientific Information, which also publishes the *Index*.

Scholarship

Mathematicians Develop New Tools to Tackle Environmental Problems

Many of them want to play a larger role in such research

By DAVID L. WHEELER

BALTIMORE

Idling cars spewing fumes, northern spotted owls seeking nesting sites in diminishing plots of old-growth forest, and molecules of sulfur dioxide settling through the branches of the human lung. Such events would not strike most scientists as inherently mathematical. But mathematicians using graphs, equations, and their own brand of abstract thinking have been involved in each of those problems and are seeking a larger role in other environmental research.

"Environmental mathematics is an attempt to get mathematicians to connect again with the natural world," says Ben A. Fusaro, a professor at Salisbury State University and the chairman of the Mathematical Association of America's new committee on mathematics and the environment. Mr. Fusaro was an organizer of a series of talks, workshops, and discussions of environmental issues at the association's joint meeting with the American Mathematical Society here this month.

Models of the Natural World

Mr. Fusaro says mathematicians can help environmental researchers by building models of the natural world and by seeking out both the variables and the things that do not change, or "invariants," in a living system.

Most important, he says, mathematicians can help environmental researchers by finding the internal structures that link many different phenomena. One differential equation, for example, describes both the bouncing movements of a weight that is suspended from a mattress spring and the

Continued on Page A10

SCOTT HUMPHREY FOR THE CHRONICLE

Fred S. Roberts of Rutgers U. He uses mathematical tools called interval graphs to time traffic lights, to prevent the unnecessary idling of automobile engines.

Scholar Finds Cross-Dressing Is a Central Part of Human Culture

By SCOTT HELLER

Billy Tipton was a journeyman jazz musician who played the saxophone on the West Coast in the 1950's.

Married, with three adopted sons, he was found after his 1989 death to have actually been a woman. The funeral director who examined the body broke the news to his family. The story was splashed across newspapers throughout the country.

The Tipton case came as little surprise to Marjorie Garber, professor of English at Harvard University, who argues in a book published this month that cross-dressing is central to our culture, not the weird phenomenon that many may believe.

"Historians record dozens, probably hundreds, of such stories of lifelong cross-dressers whose 'true' gender identities were disclosed only after death," she writes in *Vested Interests: Cross-Dressing and Cultural Anxiety*, published by Routledge.

In the 18th century, London gambling

Continued on Following Page

JOHN HUNTER HUTTERS FOR THE CHRONICLE

Harvard English professor Marjorie Garber: "I'm trained to read, and I wanted to read how people read themselves."

Scholar Finds Cross-Dressing to Be a Central Part of Human Culture

Continued From Preceding Page

parlors took bets on the real gender of Chevalier d'Eon de Beaumont, an extravagant and mysterious French diplomat who dressed as a woman. English courts and the French king ruled that he was female. But an autopsy proved that he actually had male sex organs.

A Chinese Opera Singer

Two centuries later, another French diplomat was tried for espionage after passing secrets to his lover, a Chinese opera singer who for 20 years he mistakenly believed was a woman. The case became the basis of David Henry Hwang's award-winning play *M. Butterfly*.

Trained as a Shakespearean scholar, Ms. Garber was no stranger to the significance of cross-dressing on stage. After all, boy actors took women's roles during the Renaissance, a matter of increasing interest to current scholars of drama. And Shakespeare's remarkably frequent use of sexual masquerade in such plays as *Twelfth Night* and *Two Gentlemen of Verona* hasn't gone unnoticed.

Contemporary popular culture, too, has been chock-full of gender-bending entertainers. Katharine Hepburn wears the pants in *Sylvia Scarlett*, while Dustin Hoffman teeters on heels in a red-sequined gown as *Tootsie*. Mary Martin is the boy who refuses to grow up in *Peter Pan*. Heavy-metal rock stars wear makeup and lace. Madonna steps on stage in a double-breasted suit and a monocle. It's her male dancers who wear the oversized cone-shaped brassieres.

Ms. Garber attended Madonna's "Blond Ambition" tour, part of the research for a book that skips across historical periods and genres with wit and abandon. She also visited drug shows in New Orleans, studied medical texts on sex-change operations, and read make-up and hair-style manuals for transvestites ("Bouffant styles belong in the sixties," one guide warns).

Inextricable Links

As a literary critic with an interest in popular culture, Ms. Garber wants to "read" clothing and style, much as she would read a book or a play. "I'm not an anthropologist, I'm not a scholar of comparative religions," she says. "I'm trained to read, and I wanted to read how people read themselves."

Her crucial conclusion: Culture is inextricably linked to the figure of the transvestite. And the transvestite shows a great deal about gender roles and sexual identity.

Transvestites and transsexuals challenge established notions about gender itself, argues Ms. Garber, drawing on feminist theory, psychoanalysis, and the emerging field of gay and lesbian studies. Ms. Garber is director of Harvard's Center for Literary and Cultural Studies.

AP/WIDE WORLD

Billy Tipton, a jazz musician shown at center in this mid-1950's photograph, was found after his death to have been a woman.

"One of the most important aspects of cross-dressing is the way in which it offers a challenge to easy notions of binarity, putting into question the categories of 'female' and 'male,' whether they are considered essential or constructed, biological or cultural," she writes.

Is he a he, or a she? "Transvestism destabilizes and disconcerts," Ms. Garber says, making room for other possible identities.

Ms. Garber takes her argument further. The cross-dressed figure disrupts the idea of categorization itself, she argues, and thus appears on the "borderline" of other disputed categories, such as race and nationality.

She cites Richard Wright's short story "Man of All Work," published in his book *Eight Men*. In the story, an out-of-work cook named Carl disguises himself in his wife's clothing to get a job as a maid to a white family.

"I've got on a dress and I look like a million black woman cooks," Carl tells his wife at one point. "Who looks that close at us colored people anyhow? We all look alike to white people."

Inexpressible Sentiments

Cross-dressing often packs a political punch, allowing inexpressible sentiments to be voiced in disguise, Ms. Garber says. She points out that drag queens were at the forefront of the Stonewall riots that are considered to be the founding of the modern gay-rights movement. Dressing can become a way to redress inequality—"the translation of a mode of oppression and stigmatization into a supple medium for social commentary and aesthetic power," she writes.

The press release for her book makes it clear: Ms. Garber is not a transvestite. But she says she has long been interested in how clothing and identity are related, and has always enjoyed clothing that blurs gender boundaries.

She remembers coveting a baseball jacket as a high-school student in New York. "I didn't want to borrow one from a boyfriend," she recalls. "I wanted one of my own." Later, as a Yale University graduate student, her typical dress—jeans, a shirt, and a thick belt—confounded a little girl on the street, who asked whether she was a girl or a boy. "Girls don't wear belts," the child told her.

Blurred Gender Identities

That clothing has different meanings across cultures and history is a subject close to *Vested Interests*, which considers Muslim garb, clerical vestments, and pirate costumes, among other things. The book is part of a flurry of academic interest in blurred gender identities. Scholars such as Stephen Orgel of Stanford University, Laurence Senelick of Tufts University, and Anne Herrmann and Martha Vicinus of the University of Michigan are at work on books about cross-dressing in theater, literature, and history.

> "That Tipton could have preferred the life he lived, could have chosen it, with all of its logistical complications, seems, to many, unimaginable."

Notices for Ms. Garber's book have ranged from enthusiastic (*The Women's Review of Books*) to respectful (*New York Times Book Review*) to hostile (*Boston Globe*). Writing in the *Globe*, Camille Paglia, author of *Sexual Personae* (Yale University Press, 1990), a study of art, religion, and sexuality, called *Vested Interests* "a scrapbook of newspaper clippings, gay gossip, pedestrian plot summaries, undigested quotes from other books, and fulsome praise of prominent academics." Ms. Vicinus, in *The Women's Review of Books*, described the book as "an extraordinarily rich study which will redefine current debate about the construction of sex and gender."

While Ms. Garber praises much of the contemporary scholarship about gender, she is wary of how often scholars and cultural critics look "through" rather than "at" the transvestite. In doing so, they turn the cross-dressed figure into a metaphor for something else. Or they concentrate on the blurred figure as a comment on one or the other genders. Women who masquerade as men are usually studied as examples of feminine strength, not as a mix of the two genders with its own "erotic power," according to Ms. Garber.

Transvestites' stories, whether in real life or in dramatic form, are often told in what Ms. Garber describes as "progress narratives." These are stories of people who had to dress as a member of the opposite sex for economic or cultural reasons. Their "real" gender is revealed at the end.

The characters played by Jack Lemmon and Tony Curtis in *Some Like It Hot* are ideal examples: Men on the run from the mob who dress up as women only as a means to escape. But, Ms. Garber argues, real-life stories are often told the same way. Newspaper accounts said Billy Tipton had dressed as a man for his art, since women rarely played jazz at the time. "That Tipton could have preferred the life he lived, could have chosen it, with all of its logistical complications and multiple social deceptions . . . seems, to many, unimaginable," Ms. Garber writes.

Such stories end with the cross-dresser doffing his or her wig, literally or metaphorically. The audience or reader is once again reassured. This is a man. Or this is a woman.

Ms. Garber prefers the stories open-ended, the gender to remain indeterminate. That's when the cross-dressed character is at his—or is that her?—most subversive. Says Ms. Garber: "The transvestite always slips that noose, always puts somewhat into question that certainty."

■

Many entertainers portrayed cross-dressers in popular culture. In the movie "Sylvia Scarlett," Katharine Hepburn dressed as a man.

BOOKS

French Impressionism; a Study of the Pornography Industry; Evolution of Culture and Cognition

Impressionism: A Feminist Reading
By Norma Broude
(Rizzoli International Publications, 192 pages, $40)

For most of the 20th century, French Impressionism has been understood, says Ms. Broude, as an "emotionally impassive art of optical realism"—an objective recording of light and color exactly as seen by the artist. Despite some challenges to that view in recent years, Impressionist painting has continued to be regarded primarily as naturalistic and scientific.

In this book, Ms. Broude, professor of art history at American University, argues that French Impressionist landscape painting in particular relies heavily on the influence of the more emotionally subjective Romantic art that preceded it. She points especially to the work of Claude Monet, who died in 1926. "To find a meaningful parallel for Monet's continuing attentiveness to coloristic and tonal effects of atmosphere and for his creation of effects of light that range from the bold and spectacular to the ethereal and evanescent in his paintings from the 1890's on," she writes, "one must turn . . . to the earlier Romantic landscape traditions of the 1830's from which Monet developed, and in particular to the work of such artists as Turner, Rousseau, and Millet."

At the heart of Ms. Broude's argument is her contention that 20th-century historians' conceptions of 19th-century art have been pervaded by a "binary thinking" that is rooted in the "social construction of gender opposition and, specifically, . . . our culture's habitually gendered understanding of the relationship between art, science, and nature." Because Impressionist painting was seen as scientific and objective, qualities that are understood as masculine, critics have failed to see, Ms. Broude says, its connection to the more subjective—and therefore feminine—Romantic art.

The book's larger purpose, Ms. Broude says, is to expose "the workings of Western phallocentrism in the production and dissemination of cultural meaning."

—ELLEN K. COUGHLIN

MUSEUM OF FINE ARTS, BOSTON

Claude Monet's Impressionist landscapes are said to owe much to earlier Romantic art. Above, his "Grain Stacks, Setting Sun" (1891).

Porn: Myths for the Twentieth Century
By Robert J. Stoller
(Yale University Press, 228 pages, $30)

■ Bill: "My whole reason for being in the industry is to satisfy the desire of the men in the world who basically don't much care for women and want to see the men in my industry getting even with the women they couldn't have when they were growing up. I strongly believe this," and the industry hates me for saying it."

■ Kay: "I was very fortunate because I appeared in some giant budget films. I was steered in the right direction, and I followed my intuition, and I had some great roles in the beginning. Then things started to change. That's why I dropped out of the business, because I'm not able to perform sex the way it's done now."

Dr. Stoller, a professor of psychiatry at the University of California at Los Angeles, who died just before his book was published, interviewed Bill, Kay, and others in the pornography business as part of this exercise in "urban ethnography," in which he lets his informants do most of the talking. The idea, he says, is to study "a culture's fantasies by means of the private fantasies of those hired to represent the fantasies."

—B.K.C.

Origins of the Modern Mind: Three Stages in the Evolution of Culture and Cognition
By Merlin Donald
(Harvard University Press, 413 pages, $27.95)

What makes humans human? Some say it's language; others, the ability to make tools. But Mr. Donald, a professor of psychology at Queen's University in Kingston, Ontario, says that what vastly separates humans from even their closest cousins, chimpanzees, is the complex ways humans represent reality. In an introduction, Mr. Donald notes that in most areas of science, from astronomy to zoology, "theories of origin are in the mainstream." But, he says, cognitive scientists have neglected to craft a convincing explanation of the origins of the human mind.

Mr. Donald attempts to remedy that through a wide-ranging examination of existing evidence from anthropology, archaeology, linguistics, neuroscience, physiology, and primatology. Mr. Donald interprets that evidence through the lens of cognition, "the mediator between brain and culture," which he contends was the engine of change. In contrast, other scholars argue that the human mind's evolution rested simply on an increase in the brain's volume.

Mr. Donald says the mind's evolution involved three major adaptations, each of which led to a new system of representing reality. The "mental architecture" of the contemporary human brain is a mosaic of the vestiges of each of those systems, he argues.

He describes how each major hypothesized transition in systems of representation—the episodic to the mimetic, the mimetic to the mythic, and the mythic to the theoretic—changed the organization of the brain and the culture. He concludes that the human brain is still evolving because of technological changes like computer networks that are external to the brain itself.

—CHRIS RAYMOND

Mathematicians Take Larger Role in Solving Environmental Problems

Continued From Page A7

oscillations of an electrical current in a radio.

Robert McKelvey, a professor of mathematical sciences at the University of Montana who created a mathematical model for the northern spotted owl population in the Pacific Northwest, says that mathematics is needed to help set specific environmental policies because old methods of arriving at such decisions have failed. Arriving at a policy decision by placing a dollar value on both the costs and the benefits of an action, for instance, can't work if a dollar value can't be assigned to one or even both sides of cost-benefit calculations, Mr. McKelvey says.

Assessing the Costs

The timber industry is eager to point out the costs in jobs and dollars imposed by a logging ban in the mature forests where the northern spotted owl lives. But environmentalists claim no price can be set on the loss of the reclusive owl, which is protected by federal endangered-species legislation, or of the forests where it lives, which took hundreds of years to form.

Both sides, says Mr. McKelvey, are trying to preserve something that cannot be assessed in dollars: One wants to preserve a way of life tied to logging and the other a forest undisturbed by humans.

Satish Anjilvel: "The equations we are applying have been known for a hundred years, but the techniques of solving those equations are changing all the time."

Mathematicians, working with economists, psychologists, and others, have developed a formal theory of making decisions with multiple conflicting objectives, known as multiple-criterion decision theory. That method, and others developed by mathematicians, could provide clear outlines of environmental problems, Mr. McKelvey says. "In the end you can't find a magic formula that tells you what to do," he says, "but the trade-offs can be made more explicit."

Mathematicians are accustomed to trying to comprehend uncertainty, Mr. McKelvey says, while many policy makers are afraid of it. He points to the controversy over global warming: Policy makers, he says, "are so frozen by their conservative natures that if they don't know what is going to happen, they don't do anything."

Good and Bad Years

In his own work, Mr. McKelvey has estimated how the portion of old-growth forests that is saved from logging in the Northwest will affect the chances of losing all the northern spotted owls. The owls prefer to nest under the canopy created by the tall trees in the old-growth forest, apparently because they have a better chance of escaping attack from predators there.

With a computer model of the owl population, Mr. McKelvey simulated a series of good and bad years for owls. In good years, owls have plenty of food—chiefly small rodents—and search for new nesting sites and breed. In bad years, the population stays stable or declines. The model randomly creates good and bad years and simulates 250-year periods.

Mr. McKelvey's model used information gathered by biologists, such as the amount of territory a pair of nesting owls requires. After thousands of computer runs simulating various combinations of good and bad years, the model showed that a critical threshold exists for the survival of the owl: When less than 20 per cent of the old-growth forest is saved the chances of the owl's survival drops sharply.

Although many may argue about the model's assumptions or the precise location of the threshold, the knowledge of the threshold's existence is a valuable contribution, Mr. McKelvey says. Likewise, he says, the mathematical models can help biologists determine what data are needed to improve such predictions.

Pollutants in the Lungs

Sometimes mathematics is used to model aspects of the biological world that scientists would have difficulty studying in any other way.

At the Center for Mathematics and Computation in the Life Sciences and Medicine at Duke University, mathematicians are trying to determine what happens to pollutants that enter the human lung. The configuration of the lungs in other species is so different from humans' that laboratory animals cannot be used to study the health effects of pollution in humans, says Michael C. Reed, a professor of mathematics and director of the Duke center.

Because experimental surgery on humans is out of the question, Mr. Reed says mathematical models are one of the few tools available to help scientists understand what doses of pollution different parts of the lung will receive when breathing different concentrations of pollutants.

> "Environmental mathematics is an attempt to get mathematicians to connect again with the natural world."

To solve the problem, mathematicians must first understand lung physiology. The sacs at the end of the lung, Mr. Reed says, have an enormous surface area: 80 to 100 square meters, the largest area in the body that is exposed to the outside air. "This is an enormous surface just sitting there and waiting to be injured," Mr. Reed says.

The branches of the lung—tubular bronchioles—are protected by mucus that, in conjunction with the cells lining the lungs, sweeps many pollutants up and out of the lung. The mucus coat thins near the junctions of the lung's branches and is missing completely at the junctions themselves.

Duke researchers have created two-dimensional models that can simulate portions of the human lung, the thickness of the mucus lining, and the motion of the air and the pollutants that it carries into the lung during breathing. The models have helped the scientists discover that the edges of the sacs, near the bronchioles, are likely to receive high concentrations of asbestos fibers when a person is breathing air containing them.

"The equations we are applying have been known for a hundred years, but the techniques of solving those equations are changing all the time," says Satish Anjilvel, a mathematician and an assistant professor of medicine who is working on the lung models.

Understanding the deposition of pollutants in the lungs will keep many applied mathematicians busy for at least a decade, says Mr. Reed.

In the lower regions of the lungs, Mr. Anjilvel says, the flow of air is considered to be "laminar" and can be described exactly by standard equations. But in the upper regions of the lungs and in the nose, the flow is turbulent and cannot be simulated exactly by existing equations, he says.

Ending Traffic Jams

At Rutgers University, Fred S. Roberts, a professor of mathematics, conducts research designed to reduce the pollution from automobiles by eliminating traffic snarls. Mr. Roberts uses mathematical tools known as interval graphs to time traffic lights to prevent unnecessary idling of automobile engines.

The interval graphs, originally developed in 1959 to deduce the shape of genes, represent overlapping lines in a figure as points on a graph. Each point stands for an overlap: If two parallel segments don't overlap, there is no point on the graph for them.

In applying the graphs to traffic problems, mathematicians represent traffic flow that can occur simultaneously as points on the interval graphs. Traffic motion that cannot occur simultaneously, such as cars turning left and cars coming from the opposite direction, would not appear as points on the graph.

Mathematicians can search for the largest possible "clique," or cluster of points on an interval graph, to find how to move traffic efficiently.

The mathematical problem then expands to determine how to order the phases of green lights and how long each phase should be. As adjacent lights and surrounding streets are added, the problem becomes an increasingly challenging one for mathematicians.

Another problem on which Mr. Roberts has worked is the design of one-way street patterns. Many cities have adopted one-way streets to move traffic more quickly. But the patterns, which also use graph theory, must be designed without making it too difficult to drive from one place to the other. Transportation officials might, for instance, ask mathematicians to arrange the pattern of one-way streets to make the longest trip that anyone has to take as short as possible.

Mathematicians do not have a way of computing the solution to that problem for all patterns. "Unfortunately, we come very quickly to the forefront of mathematical knowledge," says Mr. Roberts. ■

RESEARCH NOTES

- **Study finds global warming could lead to growth of ice sheets**
- **Scientists say dyslexia may not be distinct neurological disorder**
- **Elective cosmetic surgery is said to be a form of submission**
- **Astronomers obtain evidence that universe will expand forever**

Global warming could cause a paradoxical effect in the Northern Hemisphere—the growth of ice sheets, researchers warn.

Gifford H. Miller, an associate professor of geology at the University of Colorado at Boulder, with a colleague from the University of Quebec at Montreal examined the climate record for the Northern Hemisphere in the past 130,000 years to determine how ice sheets originating in the Arctic had responded to global temperature changes.

The scientists looked at climatic records collected by other researchers, such as the deposits of glaciers and fossilized pollen from oak trees in Europe. The two report in the January 16 issue of *Nature* that conditions in the Northern Hemisphere just before the start of the last Ice Age were very similar to ones found at present.

The scientists also found that global warming attributed to an enhanced "greenhouse effect" could trigger glacier growth.

In particular, the scientists found that warmer ocean water at high latitudes, cooler summer temperatures over continents in the Northern Hemisphere, and warmer winter temperatures led to heavy snows in the Arctic. The snow, in turn, stimulates glacier growth.

Although models of world climate differ greatly in their predictions of what will happen as carbon dioxide from the burning of fossil fuels increases in the atmosphere, the models agree that the greatest warming will occur in the polar regions, the authors say.

The climate models, combined with the geological records, show that the idea of global warming causing ice-sheet growth "cannot be lightly dismissed," the scientists say. —DAVID L. WHEELER

■

Children with dyslexia may not have a distinct neurological disorder as is commonly thought, researchers say.

Many studies of dyslexia have focused only on children who are referred to clinics because they have difficulty with reading. Scientists have criticized those studies for distorting the understanding of dyslexia.

To avoid that problem, researchers at Yale University and other institutions studied a group of 414 children who were selected at random from kindergarten classes throughout Connecticut in 1983.

In the January 16 issue of the *New England Journal of Medicine*, Sally E. Shaywitz, a professor of pediatrics at Yale, and her colleagues report that they found a normal statistical distribution of reading abilities among the children, who were studied throughout elementary school. The researchers say that because no separate "hump" appeared in the distribution curve, dyslexia is not a distinct disorder—just the bottom end on a continuum of reading ability.

"Our findings indicate that dyslexia is not an all-or-none phenomenon but, like hypertension and obesity, occurs in varying degrees of severity," the researchers write. The scientists also found that more than two-thirds of the children who were classified as dyslexic in the first grade were not considered dyslexic in the third grade.

Other researchers should be cautious, the article's authors say, before they make claims that particular teaching methods have cured dyslexia, since many children improve without any intervention. —D.L.W.

■

Elective cosmetic surgery is a form of colonization of women's bodies, says a professor of philosophy and women's studies at the University of Toronto.

In the United States today, the incidence of such surgical procedures as liposuction, breast augmentation, and various kinds of body "tucks" is on the rise, and between 60 and 70 per cent of such surgery is performed on women, Kathryn Pauly Morgan says in the current (fall) issue of *Hypatia: A Journal of Feminist Philosophy*.

From a certain perspective, Ms. Morgan says, a woman's decision to have elective cosmetic surgery can be seen as a voluntary assertion of independence, individuality, or transcendence over inherited limitations. But Ms. Morgan argues that there are several paradoxes inherent in such a choice.

While, on one hand, cosmetic surgery could be used to create and celebrate eccentricity or uniqueness, she argues, it is most often a move toward conformity. She notes surgeons' reports that many women specifically request noses or breasts like those of beautiful celebrities. Occasionally, Asian women seek to have their eyes rounded.

In essence, Ms. Morgan maintains, women who choose plastic surgery are attempting to conform to a culturally determined standard of attractiveness.

Ms. Morgan argues that elective cosmetic surgery actually signals dependence on the assessment of others, who are, more often than not, bound up in the values of the dominant culture. Thus, what is often understood in terms of liberation is really a kind of submission or colonization, she says. —ELLEN K. COUGHLIN

■

Using the Hubble Space Telescope, a team of astronomers has obtained evidence that suggests that the universe will continue expanding forever.

The results, presented at last week's meeting of the American Astronomical Society in Atlanta, shed new light on one of the most puzzling questions in cosmology: whether the universe will eventually stop expanding and begin to contract, or expand indefinitely.

To determine which of the possibilities is the likely fate of the universe, Jeffrey Linsky, an astronomer at the Joint Institute for Laboratory Astrophysics at the University of Colorado at Boulder, and colleagues sought to examine the ratio of deuterium, a form of heavy hydrogen, to ordinary hydrogen in space.

Astronomers believe that all of the deuterium that exists today was produced in the "big bang" explosion that formed the universe. So by measuring the ratio of deuterium to hydrogen, scientists can estimate the amount of ordinary matter in the universe. That, in turn, can tell them whether the total mass of the cosmos is enough to allow gravity to slow the current expansion and force the universe to collapse on itself.

Previous estimates of the ratio varied widely and were relatively imprecise. In their study, Mr. Linksy and his colleagues were able to improve on those estimates by determining the ratio within an accuracy of about 10 per cent.

The scientists accomplished that by directing the Hubble Space Telescope toward Capella, the brightest star in the constellation Auriga. Using the star as a light source to illuminate the gaseous clouds between it and Earth, they then measured the absorption of both hydrogen and deuterium in the starlight, giving them an indication of the relative abundance of the two isotopes in the universe.

According to the team's analysis, the ratio of deuterium to hydrogen in space is 15 parts deuterium to one million parts hydrogen, a figure that suggests that the universe has only about one-tenth of the mass needed to eventually halt its current expansion. —KIM A. McDONALD

Presidential Young Investigator Awards Announced

WASHINGTON

The National Science Foundation has named 220 academic scientists and engineers to receive Presidential Young Investigator Awards.

The awards, which finance research by faculty members near the beginning of their careers, are intended to help colleges and universities attract and retain outstanding young Ph.D.'s who might otherwise pursue non-teaching careers.

Each recipient will receive up to $100,000 a year for five years in a combination of federal and matching private funds.

Following are the names of the investigators, their institutions, and their fields of study.

James B. Adams, U. of Illinois at Urbana-Champaign: computer simulation of metals.
Anant Agarwal, Massachusetts Institute of Technology: electrical engineering and computer science.
Jerome P. Alexander, Cornell U.: high-energy physics.
Robert Anderson, U. of California at Santa Cruz: surficial geology.
A. H. Aseneyamy, Boston U.: mechanical engineering.
Rajiva Bagrodia, U. of California at Los Angeles: computer science—distributed systems.
Laurie R. Bagwell, Northwestern U.: economics.
Ian T. Baldwin, State U. of New York at Buffalo: ecology.
K. A. Ballou, Jr., U. of Texas at Dallas: zeolite molecular sieve chemistry.
William F. Ball, Duke U.: environmental engineering.
John A. Barnard, U. of Alabama: metallurgy and materials engineering.
Brian W. Barshad, Carnegie Mellon U.: software engineering.
Bernard G. Bauer, U. of Southern California: process geomorphology.
Houngi G. Bawadi, Massachusetts Institute of Technology: physical chemistry.
Gar Bee-Amata, Purdue U.: liquid properties at high pressure.
Craig M. Benson, U. of Wisconsin at Madison: geotechnical engineering.
Gregory Beroza, Stanford U.: seismology.
G. J. Bertelmas, Massachusetts Institute of Technology: operations research.
Craig Sina, Northwestern U.: geophysics.
Anthony Bloch, Ohio State U.: dynamical systems and theory control.
Jeremy Blackburn, Harvard U.: magnetic-field theory.
Mary G. Boyce, Massachusetts Institute of Technology: mechanics of materials and manufacturing.
Jonathan G. Bray, Purdue U.: geotechnical engineering.
Joan F. Brennecke, U. of Notre Dame: chemical engineering.
Yoram Bresler, U. of Illinois at Urbana-Champaign: image processing.
Mark R. Brodl, Knox College: plant cell biology.
Andrew R. Bechman, Pennsylvania State U.: molecular genetics.
William E. Buhro, Washington U. (Mo.): chemistry.
Patricia R. Burchat, U. of California at Santa Cruz: natural sciences.
Joel W. Burdick, California Institute of Technology: robotics and mechanical systems.
Judy Callis, U. of California at Davis: plant molecular biology.
James C. Carrington, Texas A&M U.: plant virology.
Steven P. Castillo, New Mexico State U.: computer electromagnetics.
Chi N. Chan, U. of Washington: electrochemistry.
P. B. Chakrabarti, Michigan Technological U.: fracture mechanics and composite materials.
Kang-Ping Chen, Clarkson U.: fluid dynamics.
Stephen Z. D. Cheng, U. of Akron: solid state of polymer materials.
Rodinder Chona, Texas A&M U.: fracture mechanics.
Mei-Yen Chou, Georgia Institute of Technology: condensed-matter theory.
Linda D. Cline, Massachusetts Institute of Technology: biomedical engineering.
Russell J. Composto, U. of Pennsylvania: mechanical engineering.
Mark R. Cooper, U. of Washington: cellular and developmental biology.
Rene Cruz, U. of California at San Diego: electrical and computer engineering.
Andrew W. Cumming, U. of Florida: dynamics of first- and second-order transitions.
Munthar A. Dahleh, Massachusetts Institute of Technology: electrical engineering and computer science.
Rina Dechter, U. of California at Irvine: automated reasoning.
Jesus A. del Alamo, Massachusetts Institute of Technology: electrical engineering and computer science.
Dennis G. Depp, U. of Texas at Austin: electrical and computer engineering.
S. D. Djurgovski, California Institute of Technology: extragalactic astronomy.
Ian Dobson, U. of Wisconsin at Madison: electrical and computer engineering—power systems.
Randall Dougherty, Ohio State U.: mathematics.
Michael R. Douglas, Rutgers U.: high-energy physics.
James A. Drallmeier, U. of Missouri at Rolla: mechanical and aeronautical engineering.
Edmund Durfee, U. of Michigan: electrical engineering—intelligent systems.
David A. Dornbusch, Carnegie Mellon U.: environmental engineering.
Mimi D. Eberhard, U. of Washington: civil engineering.
Noam Elkies, Harvard U.: number theory.
Tahar El-Korchi, Worcester Polytechnic Institute: constructive-materials engineering.
James R. Engstrom, Cornell U.: chemical engineering.
Dara Entekhabi, U. of Arizona: hydrocliimatology.
Michael Erdmann, Carnegie Mellon U.: robotics.
Steven M. Evans, U. of California at Berkeley: statistics.
Charlotte G. Feldt, North Carolina State U.: reproductive molecular biology.
Ronald S. Fearing, U. of California at Berkeley: robotics.
Franklin J. Ferguson, U. of California at Santa Cruz: microelectronics.
Pierre M. Ferreira, U. of Illinois at Urbana-Champaign: manufacturing mechanics and systems.
Michael Fertik, U. of Wisconsin at Madison: mathematical programming.
Charles R. Fielding, Pennsylvania State U.: biological oceanography.
Stephanie Forrest, U. of New Mexico: computational systems.
Rodney D. Fox, Kansas State U.: chemical-reaction engineering.
G. M. Fraiz[illegible], U. of Arizona: civil engineering.
William E. Friedman, U. of Georgia: reproductive and evolutionary plant biology.
Theodore Garland, U. of Wisconsin at Madison: evolutionary biology.
Samuel H. Gellman, U. of Wisconsin at Madison: hydrogen bonds in protein structure.
John D. Georgiadis, Duke U.: heat transfer and fluid mechanics.
Steven E. Giddings, U. of California at Santa Barbara: elementary particle theory.
Anne C. Glasgow, Pomona College: molecular biology and genetics.
Paul M. Goldbart, U. of Illinois at Urbana-Champaign: condensed-matter theory.
Kenneth S. Goldberg, Boston U.: optical physics.
Jayavant P. Gore, U. of Maryland at College Park: combustion, radiation, and heat transfer.
Kimberly A. Gray, U. of Notre Dame: civil engineering.
Martha L. Gray, Massachusetts Institute of Technology: bioengineering of connective tissues.
Mansoorian Gulliatia, U. of Maryland at College Park: hyperbolic partial differential equations.
Rajiv Gupta, U. of Pittsburgh: software.
Joseph C. Hall, Pennsylvania State U.: reproductive biology.
Kenneth C. Hall, Duke U.: unsteady aerodynamics.
Janis Hardwick, U. of Michigan: biostatistics.
David M. Harwood, U. of Nebraska at Lincoln: polar climatology.
Michael J. Hean, Colorado School of Mines: ceramic science and engineering.
John E. Kaiser, U. of Southern California: electrical engineering systems.
Carole A. Heath, Dartmouth College: biochemical engineering.
Jacqueline N. Hewitt, Massachusetts Institute of Technology: astrophysics.
Jenine M. Hoke, Georgetown University: particle-surface chemistry.
Lynn M. Hildeman, Stanford U.: environmental engineering and science.
Ann Kaczkowski, Harvard Medical School: molecular biology.
Jay D. Humphrey, U. of Maryland–Baltimore County: biochemical engineering.
G. Ravichandran, California Institute of Technology: solid mechanics.
Nicholas Reed, Yale U.: condensed-matter theory.
Gabriel M. Rebeiz, U. of Michigan: electrical engineering and computer science.
J. E. Routt-Rebeiz, U. of Maryland at College Park: chemistry.
R. R. Richards-Kortum, U. of Texas at Austin: optical spectroscopy and biomedical engineering.
Imme M. Ridge, U. of California at San Diego: offshore structural engineering.
Giorgio Rizzoni, Ohio State U.: integrated design of electromechanical systems.
Craig A. Rogers, Virginia Polytechnic Institute and State U.: structural mechanics and dynamics.
Daniel Rohksar, U. of California at Berkeley: condensed-matter theory.
Steven P. Rudee, U. of California at Davis: theoretical astronomy and planet formation.
Scott D. Ryshkewitz, U. of Minnesota: design of self-replicating molecules.
Alanna Schepartz, Yale U.: biorganic chemistry.
John C. Schimanski, Case Western U.: molecular biology.
Tomer Schlisk, New York U.: computational science.
Martin A. Schmidt, Massachusetts Institute of Technology: microfabrication technology.
Nicholas Schneider, U. of Colorado at Boulder: comparative planetary atmospheres.
Stephen E. Schnatter, U. of Massachusetts at Amherst: extragalactic astronomy.
Julian I. Schroeder, U. of California at San Diego: plant biology.
Donald Schwendeman, Rensselaer Polytechnic Institute: computational fluid mechanics.
Michael Shelley, U. of Chicago: computational fluid mechanics.
Dino T. Shen, U. of Washington: metabolic biochemistry.
Stuart Shieber, Harvard U.: artificial science—natural language.
Carlos Simpson, Princeton U.: algebraic geometry.
Jennifer L. Sinclair, Carnegie Mellon U.: chemical engineering.
Gary J. Snyder, U. of Chicago: chemistry.
Cynthia L. Stokes, U. of Houston: biotechnology.
Virginia Stonick, Carnegie Mellon U.: electrical and computer engineering.
V. V. Subramaniam, Ohio State U.: electrochemical engineering.
Yu-Chong Tai, California Institute of Technology: microsensors and microactuators.
Eva Tardos, Cornell U.: mathematical programming.
David G. Taylor, Georgia Institute of Technology: electrical engineering.
Stephen Taylor, California Institute of Technology: computational science.
Teresa Taylor, Virginia Polytechnic Institute and State U.: centrifuge models and experimental soil mechanics.
S. W. Tollsworth, Duke U.: electrical engineering and microelectronics.
Gerald M. Tarndrup, Ohio State U.: astronomy.
Brian E. Thompson, U. of Kansas: chemical engineering and process processing.
Leigh L. Thompson, U. of Washington: social psychology.
Levi T. Thompson, U. of Michigan: chemical engineering.
W. Holden Thorp, North Carolina State U.: chemistry.
John Tooby, U. of California at Santa Barbara: evolutionary psychology.
James M. Tour, U. of South Carolina: chemistry.
David L. Trumper, U. of North Carolina at Charlotte: electrical engineering.
Patrick H. Vaccaro, Yale U.: chemistry.
Gregory L. Verdine, Harvard U.: biorganic chemistry.
Gregory A. Voth, U. of Pennsylvania: chemistry.
Norman J. Wagner, U. of Delaware: chemical engineering.
Kimberly A. Ward, U. of Kentucky: membrane science.
Frank J. D. Webster, State U. of New York at Stony Brook: algorithms in theoretical chemistry.
Paul S. Weiss, Pennsylvania State U.: chemistry.
Jennifer Welch, U. of North Carolina at Chapel Hill: computer science.
Mariusz Wodzicki, U. of California at Berkeley: noncommutative geometry.
George Weinberg, City U. of New York: computer science—image analysis.
David Wood, U. of Wisconsin at Madison: computer architecture.
Noel W. Woodbury, Arizona State U.: biophysics and biochemistry.
Todd G. Yeates, U. of California at Los Angeles: structural biochemistry.
Michel Young, Purdue U.: concurrent software.
Junku Yuh, U. of Hawaii at Manoa: underwater robotics.
Nicholas J. Zabaras, U. of Minnesota: computer modeling of engineering processes.
Kenneth A. Zeger, U. of Hawaii at Manoa: signal processing.
Chong Zhang, Northern Illinois U.: solid-state reactions.
Robin Zielbarth, Ohio State U.: solid-state inorganic chemistry.
Maurice X. Zubar, Colorado State U.: neuroscience.

FELLOWSHIPS

NEW SCHOLARLY BOOKS

Compiled by NINA C. AYOUB

The following list has been compiled from information provided by the publishers. Most of the books are scheduled for release this month, but publication dates—as well as prices and numbers of pages—are sometimes approximate and are subject to change without notice. Some publishers offer discounts to scholars and to people who order in bulk.

ANTHROPOLOGY

The Anthropology of Slavery: The Womb of Iron and Gold, by Claude Meillassoux, translated by Alide Dasnois (University of Chicago Press/Athlone Press; 422 pages; $49.95 hardcover, $18.95 paperback). An anthropological study of pre-colonial African slavery.

Of Mixed Blood: Kinship and History in Peruvian Amazonia, by Peter Gow (Oxford University Press; 344 pages; $79). Examines kinship, acculturation, and historical change among the Piro Indians of the Bajo Urubamba River region.

A Politics of Virtue: Hinduism, Sexuality, and Counter-colonial Discourse in Fiji, by John D. Kelly (University of Chicago Press; 266 pages; $39.95 hardcover, $16.95 paperback). Focuses on links between politics and sexual morality in a study of the British colony from 1929 to 1932; describes how debates over the virtue of women and Hindu gods caused divisions in a once unified anti-colonial boycott in the island's Indian community.

ART AND ARCHITECTURE

American Genre Painting: The Politics of Everyday Life, by Elizabeth Johns (Yale University Press; 288 pages; $40). Challenges the notion that 19th-century genre painting expressed Jacksonian optimism and faith in the common man; argues that the works, which portrayed farmers, boatmen, and other ordinary folk, were "socially constructed" for members of the New York elite who viewed such people as objects of satire and condescension.

Giotto's Father and the Family of Vasari's "Lives," by Paul Barolsky (Pennsylvania State University Press; 160 pages; $22.50). Explores family themes in the 16th-century work *Lives of the Artists* by the Italian art historian Giorgio Vasari.

Painted Love: Prostitution in French Art of the Impressionist Era, by Hollis Clayson (Yale University Press; 232 pages; $45). Examines images of prostitution in the art of such painters as Cézanne, Degas, Manet, and Renoir, as well as in the work of their non-Impressionist contemporaries; argues that avant-garde painters were especially attracted to the subject because it embodied key notions of modernity.

Romanesque Sculpture in Campania: Patterns, Programs, and Style, by Dorothy F. Glass (Pennsylvania State University Press; 280 pages; $49.50). Discusses medieval art and architecture in the southern Italian region.

Toulouse-Lautrec: The Formative Years, 1878-1883, by Gale B. Murray (Oxford University Press; 322 pages; $120). Traces the French artist's stylistic development through the appearance of his first poster.

CLASSICAL STUDIES

Vergil "Aeneid" 10, with Introduction, Translation, and Commentary, edited by Stephen J. Harrison (Oxford University Press; 344 pages; $75). Edition of the epic poem's 10th book, which depicts the war between Aeneas and Turnus.

CRIMINAL JUSTICE

The Cycle of Juvenile Justice, by Thomas J. Bernard (Oxford University Press; 208 pages; $35 hardcover, $12.95 paperback). Describes the past 200 years of juvenile-justice policy as alternating between reforms advocating leniency and reforms advocating toughness.

ECONOMICS

Dynastic Forces in Capitalist Development: A Long-Run Comparative View, by Ansan Maddison (Oxford University Press; 352 pages; $57 hardcover, $24.95 paperback). Analyzes the dynamics of economic growth in 16 advanced capitalist countries.

Inequality at Work: Hispanics in the U.S., by Lamar Force, by Gregory R. DePrietas (Oxford University Press; 304 pages; $35). Contains original data on trends in wages, poverty, unemployment rates, and educational attainment among Hispanics in the post-World War II era.

The Malaysian Economy: Pacific Connections, by Mohammed Ariff (Oxford University Press; 236 pages; $39.95). Describes the importance of the Pacific region for trade expansion and industrial development in Malaysia.

Unemployment: Macroeconomic Performance and the Labour Market, by Richard Layard, Stephen Nickell, and Richard Jackman (Oxford University Press; 640 pages; $92 hardcover, $32.50 paperback). Traces unemployment patterns in Europe and North America in the 1970's and 80's; topics include unemployment's effects on inflation, and whether full employment can ever be combined with price stability.

FILM STUDIES

The Address of the Eye: A Phenomenology of Film Experience, by Vivian Sobchack (Princeton University Press; 367 pages; $49.50 hardcover, $19.95 paperback). Describes the cinematic experience as one of "two viewers viewing," or the spectator and the film each existing as both the subject and object of vision; draws on the writings of the French philosopher Maurice Merleau-Ponty.

HISTORY

American Chameleon: Individualism in Trans-National Context, edited by Richard O. Curry and Lawrence B. Goodheart (Kent State University Press; 288 pages; $35 hardcover, $17.50 paperback). Includes original essays on the historical meanings of individualism in America, with comparative discussion of various European societies.

Daniel Willard and Progressive Management on the Baltimore & Ohio Railroad, by David M. Vrooman (Ohio State University Press; 232 pages; $50). Study of the personnel policies of B&O's president from 1910 to 1941; draws parallels with what has become known today as the Japanese management style.

Economic Texts from Samos, edited by Daniel C. Snell and Carl H. Lauer (Yale University Press; 208 pages; $50). Annotated transcription of 125 previously unpublished cuneiform documents that date from around 2030 B.C. and were found in the Lagash-Girsu, Puzrish-Dagan, and Umma sites in southern Iraq.

The Portuguese Adventures of William Sligh, by Roy E. Schreiber (Peter Lang Publishing; 237 pages; $43.95). A biographical study of the British naval officer best remembered as the target of the 1789 mutiny on the *Bounty*; focuses on how that and other major difficulties in his career failed to block his rise to vice-admiral.

Henry E. Huntington and the Creation of Southern California, by William B. Friedricks (Ohio State University Press; 232 pages; $35). A biography of the New York-born entrepreneur and railway executive who played a major role in the early 20th-century development of the Los Angeles basin.

How the Panama Was Lost: The 1965 Memorandum "Developments Affecting American Policy in the Far East," Prepared for the State Department by John Van Antwerp MacMurray, edited by Arthur Walstron (Hoover Institution Press; 165 pages; $29.95 hardcover, $16.95 paperback). Annotated edition of a previously unpublished memorandum in which a senior American diplomat, whose advice was ignored, discussed how the United States should deal with rising tensions between China and Japan.

Law, Family, and Women: Toward a Legal Anthropology of Renaissance Italy, by Thomas Kuehn (University of Chicago Press; 416 pages; $40). Describes the social processes that shaped the nature and function of law in Renaissance Florence, and considers how Florentines used the legal system to deal with conflict and require social behavior regarding such issues as kinship, marriage, business, inheritance, and illegitimacy.

Living the Enlightenment: Freemasonry and Politics in Eighteenth-Century Europe, by Margaret C. Jacob (Oxford University Press; 320 pages; $49.95 hardcover, $16.95 paperback). Draws on previously neglected archival sources in a study of the role of European masonic groups in the formation of the new civil society of the Enlightenment.

Man Ashtaby Trained: A History of the Jesuits in the American Century, by Peter McDonough (Free Press; 616 pages; $24.95). Sets the Catholic religious order's history in the context of cultural and social changes in the 20th century.

Military Occupation and Diplomacy: Soviet Troops in Romania, 1944-1958, by Sergiu Verona (Duke University Press; 224 pages; $34.95). Uses recently declassified American and British documents to trace the evolution of Soviet policy toward Romania from occupation in 1944 to withdrawal of Soviet troops in 1958.

On the Threshold of Modernity: Relativism in the French Renaissance, by Zachary Sayre Schiffman (Johns Hopkins University Press; 232 pages; $32.50). Argues that experiences of historical and cultural relativism encouraged a classificatory mentality in the French Renaissance; includes discussion of Pasquier's concept of cultural taxonomy, Montaigne's notion of moral morphology, and Descartes's idea of serial reasoning.

Partisan Peacemaker: Waging War on War in Europe, 1815-1914, by Sandi E. Cooper (Oxford University Press; 352 pages; $39.95). A study of the arguments of peace activists of the period, with a focus on the international movement that developed from 1889 to 1914.

Plague of Strangers: Social Order and the Origins of City Services in Cincinnati, 1819-1870, by Alan I. Marcus (Ohio State University Press; 384 pages; $39.50). Argues that cities developed municipal fire, police, health, relief, and welfare services and regulations in response to what they perceived as the threat from immigrants and other "strangers" unfamiliar with American urban ways.

Pretty Bubbles in the Air: America in 1929, by William D. Miller (University of Illinois Press; 248 pages; $28.95). Uses the optimistic mood that characterized American culture and society in the year after the end of World War I.

A Divided Resistance: The North American Indian Struggle for Unity, 1745-1815, by Jedediah Bowd (Johns Hopkins University Press; 304 pages; $24.95). Focuses on the Cherokee, Creek, Delaware, and Shawnee nations in a study of Indian opposition to Anglo-American expansion.

Student Protests in Twentieth-Century China: The View from Shanghai, by Jeffrey N. Wasserstrom (Stanford University Press; 428 pages; $45). Shows how Shanghai-based student protest movements influenced politics and revolution in China during the "warlord era" (1911-1927) and the nationalist period (1927-1949); includes an epilogue on recent events in Beijing.

Toward a More Perfect Union: Virtue and the Formation of American Republics, by Ann E. Withington (Oxford University Press; 304 page; $29.95). Discusses the Continental Congress's 1774 passage of a "moral code" banning theater, cock fights, and horse races; argues that the code helped promote republican sentiment among the colonists.

Wartime Washington: The Civil War Letters of Elizabeth Blair Lee, edited by Virginia Jeans Laas (University of Illinois Press; 568 pages; $39.95). Edition of 368 letters written by the wife of the Civil War naval commander Samuel Phillips Lee and the daughter of the Presidential adviser Francis Preston Blair.

We Will Walk Wives of French Prisoners of War, 1940-1949, by Sarah Fishman (Yale University Press; 320 pages; $35). A study of the experiences of wives of French soldiers captured by the Germans; uses the data to explore the politics of gender in Vichy France and to challenge the notion that the war was a source of social liberation for most women.

Women, Family, and Utopia: Communal Departments of the Shakers, the Oneida Community, and the Mormons, by Lawrence Foster (Syracuse University Press; 336 pages; $37.95 hardcover, $16.95 paperback). Discusses family life, sexuality, and the role of women in three 19th-century movements that rejected the tradition of monogamous marriage.

HISTORY OF SCIENCE

The Ambiguous Frog: The Galvani-Volta Controversy on Animal Electricity, by Marcello Pera, translated by Jonathan Mandelbaum (Princeton University Press; 262 pages; $29.95). A study of the controversy that erupted in the 1790's when two Italian scientists, Luigi Galvani and Alessandro Volta, came up with opposite explanations for muscle contractions that took place when a frog's leg was touched with charged metal.

Rudolf Virchow: The Formation of a Scientific Life, 1900-1933, Volume 1, by Frederic L. Holmes (Oxford University Press; 512 pages; $49.95). The first book in a multivolume biography of the German-born British biochemist, co-winner of the 1953 Nobel Prize in Physiology or Medicine.

A Space for Science: The Development of the Scientific Community in Brazil, by Simon Schwartzman (Pennsylvania State University Press; 288 pages; $32.50). Traces the history of the natural sciences in Brazil since the 19th century.

LITERATURE

Harmony and Civility in English Renaissance Poetry, by Anne Drury Hall (Pennsylvania State University Press; 216 pages; $32.50). Describes an emerging distinction between civil and economical prose in the writings of the English Renaissance; focuses on More's *The History of King Richard III*, Sidney's *Defense of Poetry*, Hooker's *The Laws of Ecclesiastical Polity*, and Browne's *Religio Medici*.

Figures of Resistance: Language, Poetry, and Narrating in "The Tale of Genji" and Other Mid-Heian Texts, by H. Richard Okada (Duke University Press; 400 pages; $49.95). Argues that the cultural and "gendered" significance of three well-known tales from Japan's Heian period (794-1185) have been distorted by translations and commentaries rooted in Western colonial and patriarchal traditions.

Heimskringla, Or, The Lives of the Norse Kings, by Snorri Sturluson, edited by Anthony Faulkes (Oxford University Press; 200 pages; $52). Edition of an early 13th-century treatise on the epic character of Old Icelandic poetry.

Intersubjectivity and the New Traditionalism: Some Critical Means to Literary Revisionism, by John T. Shawcross (Pennsylvania State University Press; 248 pages; $32.50). Defends the significance of author intentionality in the critical interpretation of literary texts; focuses on works from the 17th and 20th centuries.

Jaguar Woman and Other Stories, by Lucia Guerra-Tax, translated by Marie Nelson (Peter Lang Publishing; 209 pages; $37.95). Translations and study of three Old English poems dealing with the Jewish heroine Judith and with the Christian heroines Juliana and Eugenia.

Lorenzo de' Medici: Selected Poems and Prose, edited and translated by Jon Thiem (Pennsylvania State University Press; 234 pages; $29.95). Describes the contemporary Irish poet's work as a multifaceted argument with, for example, himself, others, his nationalist upbringing, and the sectarianism of Northern Ireland.

Seven Types of Adventure Tale: An Etiology of a Major Genre, by Martin Green (Pennsylvania State University Press; 256 pages; $22.50). Classifies adventure tales in seven categories—the Robinson Crusoe story, the Three Musketeers story, the Frontiersman story, the Avenger story, the Wanderer story, the Saga story, and the Haniel Man story.

The Story of Stone: Intertextuality, Ancient Chinese Stone Lore, and the Stone Symbolism in "Dream of the Red Chamber," "Water Margin," and "The Journey to the West," by Ying Wang (Duke University Press; 399 pages; $37.50). A comparative study of three traditional Chinese stories concerning stones endowed with magical properties.

Strong Representations: Narrative and Circumstantial Evidence in England, by Alexander Welsh (Johns Hopkins University Press; 320 pages; $29.95). Examines how 18th- and 19th-century English novelists sought to make the facts of situations speak for themselves.

Terms of Disposition: Language and the Audience in Seventeenth- and Eighteenth-Century Theory, by Robert L. Montgomery (Pennsylvania State University Press; 224 pages; $28.50). Describes how British, French, Italian, and other European theorists of the period viewed the relationship between artistic works and the emotions or passions of an audience.

Through the Lens of the Reader: Exploritions of European Narrative, by Lilian R. Furst (State University of New York Press; 186 pages; $49.50 hardcover, $16.95 paperback). Includes new and previously published essays on European works from the 18th to the 20th centuries.

Using Lacan, Reading Fiction, by James M. Mellard (University of Illinois Press; 264 pages; $36.50 hardcover, $14.95 paperback). Applies the critical theory of the 20th-century French psychoanalyst Jacques Lacan to analyses of works by Hawthorne, James, and Woolf.

Virginia Woolf and Wars: Fiction, Reality, and Myth, edited by Mark Hussey (Syracuse University Press; 296 pages; $29.95). Includes original essays on how Woolf's views on war influenced her writings.

MUSIC

The Euclidean Division of the Canon: Greek and Latin Sources, edited and translated by André Barbera (University of Nebraska Press; 316 pages; $25). Edition and study of three versions of a treatise on the relationship between mathematical and acoustical truths written in the manner of Euclid's *Elements of Geometry*.

The Mozart Myths: A Critical Reassessment, by William Stafford (Stanford University Press; 293 pages; $24.95). Evaluates the myths and legends that have developed around the composer's life, character, and death.

PHILOSOPHY

The Dialectical Necessity of Morality: An Analysis and Defense of Alan Gewirth's Argument to the Principle of Generic Consistency, by Deryck Beyleveld (University of Chicago Press; 324 pages; $35 hardcover, $22.50 paperback). Challenges critics of the central moral princi-

Continued on Following Page

FELLOWSHIPS

JAMES DEETZ, Professor of Anthropology, University of California, Berkeley ANNOUNCES that applications are now being accepted for

A SUMMER INSTITUTE IN HISTORICAL ARCHAEOLOGY

application deadline - March 2, 1992

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U. of Nebraska Press, 901 North 17th Street, Lincoln, Neb. 68588
Yale U. Press, 92A Yale Station, New Haven, Conn. 06520

FELLOWSHIPS AND AWARDS

AMERICAN ANTHROPOLOGICAL ASSOCIATION

CHICAGO

Eight scholars were honored at the association's annual meeting here for outstanding professional service, research, and teaching.

Lynne Goldstein, U. of Wisconsin at Milwaukee: for tireless and effective representation of anthropology to the public, especially to American Indians.

Marvin Harris, U. of Florida: for distinguished intellectual contributions to anthropology.

Beatrice Medicine, California State U. at Northridge, and **Glyda Snow**, U. of Oklahoma: for distinguished lifetime service to anthropology.

Will Roscoe, U. of California at Santa Cruz—*The Zuni Man-Woman* (University of New Mexico Press, 1991): the Margaret Mead Award for interpretation of anthropological data in ways that are meaningful to the public.

Thayer Scudder, California Institute of Technology, and **Thomas Robien**, Stanford U.: for noteworthy service in furthering the interests of anthropology in government and industry.

Nathalie Woodbury, Massachusetts: for generous and enduring service to anthropology on behalf of the association.

PHI BETA KAPPA

WASHINGTON

The national scholarly honor society has announced three winners of its 1991 book awards.

Richard D. Altick, The Ohio State U.—*The Presence of the Present: Topics of the Day in the Victorian Novel* (Ohio State University Press): outstanding work of literary scholarship or criticism.

Carl N. Degler, Stanford U.—*In Search of Human Nature: The Decline and Revival of Darwinism in American Social Thought* (Oxford University Press): outstanding study of the intellectual and cultural condition of humanity.

Edward R. Tufte, Yale U.—*Envisioning Information* (Graphics Press): outstanding contribution by a scientist to the literature of science.

AMERICAN HISTORICAL ASSOCIATION

CHICAGO

Sixteen scholars were honored at the association's annual meeting for outstanding research, publication, and teaching.

Eric Arnesen, Harvard U.—*Waterfront Workers of New Orleans: Race, Class, and Politics, 1863-1923* (Oxford University Press): outstanding monograph by a young scholar on any subject in U.S. history.

Jackson Bailey, Fairhaven College: distinguished teaching.

Burnett Bolloten, independent scholar—*Spanish Civil War: Revolution and Counterrevolution, 1936-1939* (University of North Carolina Press): outstanding work by a public historian or an independent scholar in the United States.

Antonio Calabria, U. of Texas at San Antonio—*The Cost of Empire: The Finances of the Kingdom of Naples in the Time of Spanish Rule* (Cambridge University Press): best book on article on Italian history.

Alberto Flores Galindo, Universidad Catolica del Peru—*Buscando un Inca: Identidad y utopia en los Andes* (Instituto de Apoyo Agrario): best work by a Latin American scholar on Latin American history.

John Gillingham, U. of Missouri at St. Louis—*Coal, Steel, and the Rebirth of Europe, 1945-1955* (Cambridge University Press): outstanding historical writing in European history since 1895.

Susan Hahn, U. of Texas at Austin—*Daughters of the Shtetl: Life and Labor in the Immigrant Generation* (Cornell University Press): best book in women's history or feminist theory.

Andrew Gordon, Duke U.—*Labor and Imperial Democracy in Prewar Japan* (University of California Press): outstanding book in East Asian history since 1800.

Israel Gutman, Yad Vashem (Holocaust memorial and research center), Jerusalem—*Encyclopedia of the Holocaust* (Macmillan Publishing Company): most outstanding reference tool in the field of history.

Laura Kalman, U. of California at Santa Barbara—*Abe Fortas* (Yale University Press): best book on the history of American law and society.

Theodore Natsoulas, U. of Missouri at Columbia—*Civil Formation and Urban-Industrial Society: Bradford, 1750-1850* (Cambridge University Press): best book on European history from 1815 to the present, and best book on British history since 1485.

Gerhard L. Ladner, U. of California at Los Angeles (retired): scholarly career of the highest distinction.

Helen Nader, Indiana U.—*Liberty in Absolutist Spain: The Hapsburg Sale of Towns, 1516-1700* (Johns Hopkins University Press): best work in English in the history of western Europe in the 17th or 18th centuries.

Richard Price, Anne Chandler, Kathryn Chandler—*Alabi's World* (Johns Hopkins University Press): distinguished book on the history of the United States, Latin America, or Canada from 1492 to the present.

Chester G. Starr, U. of Michigan (retired): scholarly career of the highest distinction.

Marra Tate, Howard U. (retired): scholarly career of the highest distinction.

MODERN LANGUAGE ASSOCIATION

SAN FRANCISCO

The following scholars received awards at the association's annual meeting.

Lyle F. Bachman, U. of California at Los Angeles—*Fundamental Considerations in Language Testing* (Oxford University Press): for an outstanding research publication in the field of teaching foreign languages and literatures.

Wayne Booth, U. of Chicago: for distinguished service to the profession of English.

Frederick Burkhardt, Sydney Smith, and associates—*The Correspondence of Charles Darwin* (Cambridge University Press): for a distinguished edition of letters.

William Merrill Decker, independent scholar—*The Literary Voyage of Mary Astell* (University of North Carolina Press): for distinguished published research by an independent scholar in the fields of modern languages and literatures, including English.

Roberto Dorzáinz Echeverría, Yale U.—*Myth and Archive: A Theory of Latin American Narrative* (Cambridge University Press), and **Inge Harriman, Helena Collins**—*Sites, Songs, and Memory in the Andes: Translating Quechua Language and Culture* (University of Texas Press): for outstanding books published in English in the field of Latin American and Spanish literatures and cultures.

Fredric R. Jameson, Duke U.—*Postmodernism; or, The Cultural Logic of Late Capitalism* (Duke University Press): for an outstanding literary or linguistic study by a member of the association.

Beth E. Newman, Southern Methodist U.—"The Situation of the Gothic On": Gender, Narration, and Class in 'Wuthering Heights,'" (PMLA, October 1990), and **David K. Herzberger**, U. of Connecticut—"Narrative As Past: History and the Need of Memory in Postwar Spain" (PMLA, January 1991): for outstanding articles in PMLA.

NEW SCHOLARLY BOOKS

Continued From Preceding Page

ple presented in Mr. Gewirth's 1978 work *Reason and Morality*.

The Normative Grounds of Social Criticism: Kant, Rawls, and Habermas, by Kenneth Baynes (State University of New York Press; 242 pages; $57.50 hardcover, $18.95 paperback). A comparative study of the three philosophers' theories of justice.

Philosophy and Its History: Issues in Philosophical Historiography, by Jorge J. E. Gracia (State University of New York Press; 307 pages; $59.50 hardcover, $19.95 paperback). Topics include the importance of the history of philosophy for philosophy, the role of value judgments in historical accounts, and the nature and role of texts and their interpretation in the history of philosophy.

Psychoanalysis and Ethics, by Ernest Wallwork (Yale University Press; 392 pages; $35). Argues that scholars have misunderstood the ethical implications of Freud's psychoanalytic theory; suggests, for example, that his understanding of narcissism and the pleasure principle allows for actions out of concern for others.

Whitehead and Bradley: A Comparative Analysis, by Leemon B. McHenry (State University of New York Press; 219 pages; $44.50 hardcover, $14.95 paperback). Considers the extent to which the metaphysics of the British philosopher Alfred North Whitehead (1861-1947) was influenced by the absolute idealism of his predecessor Francis Herbert Bradley (1846-1924).

POLITICAL SCIENCE

The Dimensions of Federalism: State Governments and Pollution Control Policies, by William R. Lowry (Duke University Press; 200 pages; $29.95). Examines the responsiveness and innovation of state governments in pollution-control policy making.

Export Controls in Transition: Perspectives, Problems, and Prospects, edited by Gary K. Bertsch and Steven Elliott-Gower (Duke University Press; 363 pages; $57.50). Includes original essays that address the need to re-evaluate export-control policies in light of the recent political and economic changes in Eastern Europe.

On Internal War: American and Soviet Approaches to Third World Clients and Insurgents, by William E. Odom (Duke University Press; 280 pages; $29.95). Includes case studies of El Salvador, Guatemala, and the Philippines, and a regional assessment of the Middle East.

The Political Economy of Defense Contracting, by Kenneth R. Mayer (Yale University Press; 240 pages; $28.50). Uses previously unavailable defense subcontracting data to challenge popular conceptions of the relationship between Congressional "pork barrel" politics and defense spending.

Post-Modernism and the Social Sciences: Insights, Inroads, and Intrusions, by Pauline Marie Rosenau (Princeton University Press; 228 pages; $35 hardcover, $12.95 paperback). Shows how postmodernist theory's challenges to the concept of objective knowledge are changing approaches in the social sciences.

RELIGION

Egyptian Light and Hebrew Fire: Theological and Philosophical Roots of Christendom in Evolutionary Perspective, by Karl W. Luckert (State University of New York Press; 347 pages; $49.50 hardcover, $16.95 paperback). Describes how ancient Egyptian religion influenced Hebrew religion, Greek philosophy, Neo-Platonism, Gnosticism, and early Christianity.

The Myths of Narasimha and Vāmana: Two Avatars in Cosmological Perspective, by Deborah A. Soifer (State University of New York Press; 321 pages; $49.50 hardcover, $16.95 paperback). Discusses myths dealing with the Hindu god Vishnu's incarnation in two forms—the half-man, half-lion Narasimha, and the dwarf Vāmana.

The Reason of Following: Christology and the Ecclesia I, by Robert P. Schuchmann (University of Chicago Press; 214 pages; $12.50). Develops a Christological concept of selfhood.

The Rhetoric of Immediacy: A Cultural Critique of Chan/Zen Buddhism, by Bernard Faure (Princeton University Press; 445 pages; $34.50). Explores key concepts and metaphors in Chinese Chan Buddhism and its outgrowth, Japanese Zen.

A Study of Dōgen: His Philosophy and Religion, by Masao Abe, edited by Steven Heine (State University of New York Press; 251 pages; $39.50 hardcover, $12.95 paperback). Includes previously untranslated essays on the Thirteenth-Century Japanese Buddhist philosopher.

SOCIOLOGY

The Oath of an American Jewish Community: A Tragedy of Good Intentions, by Hillel Levine and Lawrence Harmon (Free Press; 370 pages; $24.95). A study of Jewish flight from Dorchester, once predominantly Jewish inner-city neighborhood in Boston.

Guerrillas and Revolution in Latin America: A Comparative Study of Insurgents and Regimes Since 1956, by Timothy P. Wickham-Crowley (Princeton University Press; 422 pages; $39.50 hardcover, $16.95 paperback). Topics include why guerrillas succeed or fail in gaining military strength and peasant support, and why only two movements—those of Castro and Nicaragua—have seized revolutionary power in Latin America.

Personal & Professional

The Box

Nearly half of the Lees College faculty asked the college last year and professors have twice voted no confidence in the president, but that didn't deter the college's trustees from extending the president's contract for a decade.

The board of the two-year college voted unanimously to extend William B. Bradshaw's contract for an additional 10 years. His present five-year contract would have expired next year.

J. Phil Smith, chairman of the board, says trustees wanted to keep Mr. Bradshaw, whom he calls "one of the premier college presidents in the country." Mr. Smith says the president has been wooed by other colleges. Officials hope to make Lees, which is affiliated with the Presbyterian Church, a four-year college.

Many of the college's approximately two dozen professors disagree. They have complained that a high degree of intimidation—along with infringements on their academic freedom and role in governance—has resulted in a high turnover of professors and administrators. Professors say the college's tenure system is bogus because tenure must be renewed every year by the president. The Kentucky chapter of the American Association of University Professors has agreed to investigate.

"He and his wife act like the parson and the parson's wife—this is like a country church," says one professor who does not want to be identified.

Mr. Bradshaw says Lees is healthier now than when he took over in 1988. He points to higher faculty salaries and student enrollment as indications.

Mr. Smith says professors have "lied" about the president and the board, and are "lazy" and "small minded." He added: "They are unable to work for a gentleman."

▪

The state of West Virginia is trying to prevent a professor at West Virginia University from testifying on behalf of a brokerage firm that the state is suing.

William B. Riley, chairman of the finance department in the university's business and economics college, was slated to testify for Chase Securities for a fee of $200 an hour. The state has filed a $100-million lawsuit against Chase Securities and two other brokerage firms, alleging that they led the state into illegal and speculative investments that resulted in a loss of state funds. The companies deny the allegations.

A motion filed by the state this month argues that a state ethics law forbids public employees from using their office for private gain.

Joseph R. Goodwin, a lawyer for Chase Securities, said Mr. Riley "isn't using his office, he's using his skills."

He added: "It's appalling to me that a state would attempt to gag a professor."

The Man Who Raised Tufts U.'s Profile Prepares to Become Its Chancellor

After 15 years as the university's president, Jean Mayer will become its chief fund raiser

By JULIE L. NICKLIN
MEDFORD, MASS.

Jean Mayer laughs when he remembers his drive to Tufts University 15 years ago to interview for the president's job. "I promptly got lost," he says.

Getting around Cambridge where he was a Harvard University professor posed no problem. But the circuitous route to the campus here did. "That's why there are all those signs for Tufts along the roadway now," he says.

Since becoming president in 1976, Mr. Mayer has done more than to put Tufts on the local map. Professors and administrators, who describe him as charming, innovative, and at times infuriatingly stubborn, credit him with transforming a sleepy New England liberal-arts campus into a research university with some international ly recognized programs.

'A Strong Mind and Vision'

Throughout the transformation, Mr. Mayer has fought sporadic battles with faculty members and students, but has emerged highly regarded. Yet that very admiration now causes concern on the campus. Some professors worry what will happen when Mr. Mayer resigns as president two years hence to become Tufts's first chancellor. Trustees are now working on a job description for the newly created position. The general idea is that the chancellor will focus on fund raising while the president deals with day-to-day operations.

"It worries me because it feels top-heavy for an institution of this size to have two people in control," says Elizabeth Ammons, chair of the English Department.

"Mayer has a strong mind and vision, and we would hope to get a president of strong mind and vision. It's hard to get two people with those qualities to see eye to eye," she says.

A World War II veteran, nutrition researcher, and U.S. Presidential adviser, Mr. Mayer came to Tufts with no experience as a college chief executive. When he took over, the college was having financial problems. Alumni support was virtually nil. The endowment was a mere $30-mil-

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AFTER CLASS

BAS UPSHAW JR., THE COURIER-JOURNAL

U. of Louisville's Jim Carter, in mid-somersault: He describes the experience of sailing through the air 32 feet above the ground as something between an amusement-park ride and a ballet.

Triple Somersaults by the Daring Dean on the Flying Trapeze

By COURTNEY LEATHERMAN
LOUISVILLE, KY.

The greatest acrobatic feat that most academic deans perform is balancing the needs of administrators and professors. A triple somersault is Jim Carter's specialty.

He's an assistant dean at the University of Louisville and he flies on the trapeze.

Mr. Carter has been hanging out with circus performers and working on the trapeze since he was a kid. He even had a stint flying with a professional trapeze team. His wife, Liz Carter, got into the act more recently: She eats fire, earning $120 an hour gulping flames.

"I know this sounds weird," says Jenny L. Sawyer, the university's director of admissions for orientation. "But it doesn't seem weird or odd at all, once you know him and see him."

With his gold wire-rimmed glasses, Mr. Carter looks more like the academician he's been for 30 years than the amateur trapeze artist he's been for even longer. He has tried to use both talents, turning his hobby into a learning experience for students. Mr. Carter, who is in charge of undergraduate advising in the College of Arts and Sciences, even hopes to help students here start a collegiate circus program.

Parties for Undergraduates

The trapeze, Mr. Carter says, has a way of bringing down all defenses. He and his wife, who own a trapeze and six trampolines, have thrown a dozen parties for university groups at their home outside Louisville. It has become a summer tradition for a group of undergraduates, while training for fall orientation jobs, to picnic and practice circus tricks in the Carters' backyard. Ms. Sawyer calls the outings "community team building." (Before Mr. Carter arrived, she took students rappelling.)

Even the acting dean of the college, Thomas J. Hynes, Jr., has tried the trapeze.

Mr. Carter describes the experience of sailing through the air 32 feet above the ground as something between an amusement-park ride and a ballet. "The trapeze has the same thrill as a roller coaster. Standing on the board, one hand on the bar

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Man Who Transformed Tufts U. Prepares to Become Chancellor

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lion. And research was a low priority for faculty members.

Fifteen years later, Tufts boasts a new veterinary school, a school of nutrition, and a center for environmental management, and it runs a government-supported research center on nutrition and aging. Tufts offers various programs around the world and its financial position is vastly improved. Nearly 40 per cent of the alumni who are solicited give annually. The endowment is about $180-million.

No Knowledge of Fund Raising

Mr. Mayer says he knew nothing about fund raising when he started. To educate himself, he advertised in newspapers for people to fill development positions. And for three months, he learned from those he interviewed.

"Mayer's experience base was pretty low," says Nelson S. Gifford, chairman of the Board of Trustees. "But he rose to the occasion."

Mr. Mayer acknowledges that the changes at Tufts have been largely rooted in his own areas of expertise—the health fields—and that has caused some resentment.

The son of two noted scientists, Mr. Mayer was born in Paris. He was decorated for his service with the French Resistance during World War II. When the war ended, he came to the United States, where he earned a doctorate in physiological chemistry from Yale University. He went on to earn a physiology degree from the Sorbonne. In 1950, Harvard University hired him as an assistant professor of nutrition. The author of some 750 articles and several books, Mr. Mayer is noted for his research on human obesity.

In his 26 years at Harvard, Mr. Mayer served as an adviser on nutrition issues to Presidents Nixon, Ford, and Carter. Today his projects for government and social agencies include work to fight world hunger, promote world peace, and protect civil rights.

Some of Mr. Mayer's critics are professors in the arts and sciences who say they have watched dollars flow into new ventures but haven't seen significant increases in what they receive. Some say Tufts has strayed from its original mission as a liberal-arts college. Others believe Tufts has grown too rapidly.

Some professors still resent the veterinary school, which is in North Grafton, about 40 miles from the main campus here. Critics charge the school is a needless expense that takes money away from the other parts of the university. Partially supported by the state, the school since its completion in 1979 has run up annual deficits of as much as $3-million.

"A number of people in arts and sciences would say goodbye to the vet school and to the drain it makes on our resources," says the English department's Ms. Ammons, who has been at Tufts for 16 years. "There is a feeling that some projects have gotten disproportionate resources."

Says Steven P. Marrone, associate professor of history: "The arts and sciences do sometimes feel like a stepchild of the university."

Some Decisions Criticized

Over the years, students have also criticized some of Mr. Mayer's decisions. In 1989 they protested a new policy that forbade racist, sexist, or otherwise offensive speech in classrooms and dormitories. Mr. Mayer rescinded it.

In the 1980's, students also protested the fact that Tufts had not opposed apartheid by fully divesting its holdings in companies that did business in South Africa. Mr. Mayer maintained that a better approach was to divest holdings in certain companies and to support scholarship programs for South African students. By the late 80's, Tufts had fully divested. But some students have now vowed to fight Mr. Mayer's new position that campuses should reverse their divestment policies to help rebuild the economy of South Africa (*The Chronicle*, December 18, 1991).

Jean Mayer: "If there's one thing you don't want—and my successor shouldn't want—it is my breathing down his neck and judging what he is doing."

Mr. Mayer says that despite some fights, he has worked well with students and professors to bring about positive change at Tufts—a belief with which few will argue.

"Almost everyone would agree on the whole—even with the burdens—that Mr. Mayer has been good for the university," says Mr. Marrone.

Tufts, Mr. Mayer says, had to create new areas of study to attract new sources of income before it could put money into existing programs in the undergraduate arts and sciences.

> **"Almost everyone would agree on the whole—even with the burdens—that Mr. Mayer has been good for the university."**

In addition to creating new graduate schools, Mr. Mayer pumped new money into the Fletcher School of Law and Diplomacy, which already had a good reputation for its training of students in international relations. He converted an old monastery in Talloires, France—a gift to Tufts—into a site for students studying abroad and a center for university conferences. Programs were set up and strengthened in England, France, Germany, and Spain. Since 1988 Tufts has linked some classes by satellite with those in Moscow so students can discuss current issues.

Globalization

"He saw that Tufts had a great potential to be an international university," says Seymour O. Simches, an emeritus professor of modern languages who has taught at Tufts for 39 years.

The globalization of the university, as Tufts officials call it, includes attracting a more diverse group of students. Tufts enrolls about 4,500 undergraduates and 2,500 graduate students. The number of foreign citizens enrolled as undergraduates has doubled since 1986. About 10 per cent of this year's freshmen were citizens or residents of foreign countries.

Such changes in academic programs and the student population mean that Tufts doesn't feel as far away from the Ivy League institutions as it has in the past, campus officials say.

"It's awfully hard to shine in their shadow, and the fact that we have—and that we do—is the work of the man," says the board chairman, Mr. Gifford.

From Cambridge, Derek Bok also saw Tufts changing. Mr. Bok retired in 1990 after 19 years as Harvard University's president. The true test of Tufts's competitiveness, Mr. Bok says, is whether the number of applicants, their academic level, and the rate of acceptances have improved. "If all three went up, then something good must be happening," Mr. Bok says.

Statistics show that Tufts has indeed became more selective. While the freshman enrollment remained virtually steady—around 1,150—the number of applicants increased from 6,415 in 1976 to 10,004 in 1985. Changing demographics, officials say, decreased the number of applicants to 7,409 in 1991—still nearly 14 per cent more than in 1976.

The average mean Scholastic Achievement Test verbal score for students admitted that year was 566; last fall it was 606. The mean mathematics score was 619 in 1976 and 665 last fall.

Some observers don't share the opinions that place Tufts near the company of Ivy League institutions. The heads of some national higher-education groups, who asked not to be named, said that while no one thinks of Tufts as a place that is doing poorly, no one thinks of it as a place that is doing quite well. Tufts just isn't talked about in most academic circles, they said.

Some alumni would agree that Tufts doesn't yet rank near the Ivy League institutions. Says Evan J. Roth, a lawyer who was graduated from Tufts with a bachelor of arts in economics in 1962: "A lot of students had chips on their shoulders because they were not accepted to an Ivy League, Tufts was their back-up school."

But some of today's students say that the changes at Tufts since then have made a difference. "We're up there with the Ivies," says Julian A. Barnes, a senior. Mr. Barnes, former president of the Student Senate, says he chose Tufts over Carnegie Mellon University and the University of Rochester because of its broad-based liberal-arts program.

During his presidency, Mr. Mayer has followed his own vision in a sometimes stubborn way, professors say. He'll have an idea, listen to others. And then usually go ahead with his own.

'He Had All of These Ideas'

"Jean Mayer scared the hell out of us when he first came here because he had all of these ideas," says Mary Ella Feinleib, dean of liberal arts.

Thomas W. Murnane, senior vice-president of the university, recalls how Mr. Mayer proved strong with his first capital campaign. In the late 70's a consulting firm had told Tufts officials they could expect to raise $14-million in five or six years. Mr. Mayer decided the amount wasn't enough. In 1979, he added a zero to the goal, making it $140-million. By 1985 Tufts had raised $145-million.

Tufts is now nearing the end of a $250-million campaign. Begun in 1987, the campaign has raised about $210-million.

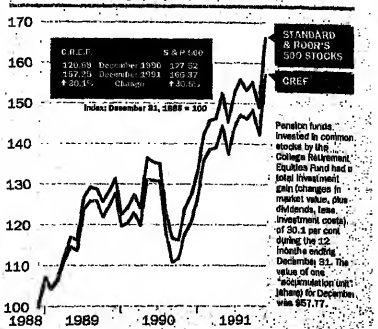
Despite the fact that Tufts has raised nearly $400-million in little more than a decade, the rapid growth of the 80's has caught up with it. "All universities are struggling a little bit. And Tufts is not immune to what has befallen higher education," says Steven S. Manos, executive vice-president and treasurer. Tufts is making some minor cutbacks, he says.

After 15 years of presiding change, Mr. Mayer looks forward to stepping down as president and up as chancellor. Such arrangements are regarded as unusual in academe, but not as unmanageable.

Mr. Mayer and the Board of Trustees both want to ease the concerns of those here who fear Tufts isn't large enough for two leaders. Mr. Mayer says his new responsibilities are pretty clear. He will work on development projects in the Boston area to generate new revenue for Tufts. He has already started working with the public and private sectors on a $1-billion pharmaceutical park. And he has already approached American and Japanese companies that might be interested in the second project—a biotechnology park.

"I'll have nothing—or very little—to do with the running of the core of the university," he says. "If there's one thing you don't want—and my successor shouldn't want—it is my breathing down his neck and judging what he is doing."

Pension Money in the Stock Market



Pension funds invested in common stocks by the College Retirement Equities Fund had a total investment gain (changes in market value, plus dividends, less investment costs) of 30.1 per cent during the 12 months ending December 31. The value of one "accumulation unit" (share) for December was $57.77.

SOURCE: College Retirement Equities Fund

Somersaults by Daring Dean on the Flying Trapeze

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and one on the rigging, you let go and there's a rush," he says, grinning broadly.

The difference between the two is the risk involved: "On the trapeze, if you panic or let go in the wrong place, you could get hurt." Mr. Carter knows from experience—a smack from the bar once gave him a concussion, and a gash that required eight stitches.

The 65-foot-high rigging forced the Carters into the country, away from stricter zoning restrictions. Except for the railroad tracks that border part of the property, Mr. Carter's 1½ acres are isolated, surrounded by fields.

The rigging goes up in March and comes down around Thanksgiving. On a frosty winter morning recently, the property was bare—only a pair of aluminum poles sticking out of the ground hinted at the trapeze rigging that cost him about $6,500.

A Passion for Gymnastics

Mr. Carter, who already had a passion for gymnastics, started learning trapeze tricks at 13. His father, who had a short stint working as an assistant with Ringling Brothers, Barnum & Bailey Circus, bought a rig for $150 from an Ohio farmer who had dreamed of becoming a flier. Later, the Carters became friends with professional trapeze artists.

After high school, Mr. Carter was tempted by offers to work as a professional catcher in a trapeze act. A bulky man, he would have spent most of his time hanging upside down, knees hooked over a bar, catching fliers. The real glory goes to fliers, but Mr. Carter recalls being thrilled by the chance to perform.

His mother was less enthusiastic. So he enrolled at the Ohio State University, where he first earned a bachelor's degree in mathematics and then a doctorate in philosophy. Mr. Carter moved up the administrative ranks at Ohio State, handling student orientation, advising, and putting his hobby aside. In 1982, he took a similar post at Illinois State University. There, he resumed his work on the trapeze.

'The Flying Corderos'

Bloomington, Ill., a few blocks south of the campus at Normal, was a popular winter training spot for trapeze artists early in the century. A few circus families still live there and perform at summer festivals, which is how Mr. Carter hooked up with a local act, "The Flying Corderos." Illinois State also has the oldest and largest collegiate circus society in the country, Gamma Phi.

Mr. Carter says he'd like to help students at Louisville start a similar program. His wife, who volunteered her talents for the university's homecoming festivities, has already taught students to eat fire. (Fire eating, Mr. Carter divulges, is part trick, part talent: The swallower uses a cool-burning fuel, angles the torch so the flame burns away from the mouth, and exhales while clamping down with one's jaws on the flame.)

Mr. Carter still keeps in touch with his circus friends. (Ringling Brothers winters at the Louisville fairgrounds.) He hasn't performed for a while, but still works out on the trapeze.

Meanwhile, he is teaching an introductory philosophy course this semester—the first class he's taught in six years. "I feel as though this is something daring for me," he says. ■

NEW BOOKS ON HIGHER EDUCATION

It may be necessary to add state tax to the cost of books listed below. Discounts may be available to scholars and to people who order in bulk.

College Check Mate: Innovative Tuition Plans That Make You a Winner, 1992-93, edited by Deborah Klosky (Octameron Associates, P.O. Box 2748, Alexandria, Va. 22301; 167 pages; $6, plus $1.75 for shipping). Contains information on installment plans, tuition freezes, guaranteed tuition plans, and other financial options available at 1,000 colleges and universities.

Don't Miss Out: The Ambitious Student's Guide to Financial Aid, 1992-93, by Robert Leider and Anna Leider (Octameron Associates, P.O. Box 2748, Alexandria, Va. 22301; 119 pages; $6, plus $1.75 for shipping).

Effective Practices for Improving Teaching: New Directions for Teaching and Learning, No. 48, edited by Michael Theall and Jennifer Franklin (Jossey-Bass Publishers, 350 Sansome Street, San Francisco 94104; 130 pages; $14.95 prepaid). A collection of essays by faculty members, administrators, teaching consultants, and others involved in teaching-improvement efforts.

Handbook of Statistical Procedures and Their Computer Applications to Education and the Behavioral Sciences, by Melvyn M. Freed, Joseph M. Ryan, and Robert K. Hess (American Council on Education/Macmillan Publishing Company; send orders to Dave Horvath, Macmillan, 866 Third Avenue, New York 10022; 397 pages; $34.95 prepaid). Discusses statistical procedures, sampling techniques, and software packages that can be used in education research.

Hacon College: A Centennial Portrait, photographs by Robert Llewellyn, essay by Robert Hill (Ithaca College Bookstore, 953 Danby Road, Ithaca, N.Y. 14850; 124 pages; $49.95, plus $7.50 for shipping).

Out of the Margins: Women's Studies in the Nineties, edited by Jane Aaron and Sylvia Walby (Falmer Press, available from Taylor & Francis Group, 1900 Frost Road, Suite 101, Bristol, Pa. 19007; 184 pages; $55 hardcover, $25 paperback). Provides an overview of the discipline in Britain.

Physicians in the Academic Marketplace, by Dolores L. Burke (Greenwood Press, 88 Post Road West, Westport, Conn. 06881; 184 pages; $42.95 prepaid). A study of medical-faculty recruitment and tenuretenure policies.

Student Outcomes Assessment: A Historical Review and Guide to Program Development, by Serbrenia J. Sims (Greenwood Press, 88 Post Road West, Westport, Conn. 06881; 168 pages; $39.95 prepaid). Includes discussion of the role of governmental intervention in outcomes assessment, and the relationship between assessment and institutional accreditation.

Teaching What We Do: Essays by Amherst College Faculty (Amherst College Press, Box 2202, Amherst College, Amherst, Mass. 01002; 246 pages; $15 prepaid). Contains essays in which 14 professors discuss their teaching, their research, and the relationship between the two.

Undergraduate Education: Goals and Means, by Rudolph H. Weingartner (American Council on Education/Macmillan Publishing Company; send orders to Dave Horvath, Macmillan, 866 Third Avenue, New York 10022; 168 pages; $27.95 prepaid).

THE CURRICULUM

- **First general-education plan adopted by New Mexico State U.**
- **Vassar College film program seeks to instill 'visual literacy'**
- **Seminary to offer courses in Yiddish language and literature**
- **Textiles college blends liberal arts and professional courses**

For the first time in its 102-year history, New Mexico State University has a general-education requirement for all undergraduates.

Students must take two writing courses as well as courses that meet requirements in critical thinking, social analysis, and "human thought and behavior." Every student will take a fine-arts or literature course, and a historical survey of Western civilization.

The program puts uniform requirements on students in the schools of arts and sciences, engineering, business, agriculture, education, and human and community services. "Until now, there was tremendous inconsistency and no real plan," said Thomas Hoeksema, professor of English and a member of the planning committee for the new curriculum.

The university requires students to take two upper-division courses in two schools other than the one that houses their major. Mr. Hoeksema said the hope was that students would make connections across disciplines and be exposed to multicultural and international perspectives. A universitywide committee approves which courses satisfy that part of the requirement, called "Viewing a Wider World." Among those approved so far are "Agriculture in an Urban World," from the agriculture school, and "Comparative Economic Systems," from the business school.

■

"Visual literacy" is the goal of a Vassar College program that aims to put the study of film in an interdisciplinary context.

The Luce Program on Cinema, Literacy, and Culture is introducing both students and faculty members to current developments in the study of film, television, and other media. Each year for three years, a different guest scholar will come to Vassar to teach undergraduates and direct faculty seminars. Outside speakers, including an independent film maker from Canada and a scholar of law and culture, will appear on the campus as well.

The interdisciplinary nature of the program has attracted professors from diverse fields to the faculty seminar. The program is supported by the Henry R. Luce Foundation.

This year's visiting scholar is Peter Wollen, a professor at the University of California at Los Angeles. He and a colleague are teaching a course on "Art, Cinema, and Technology" to undergraduates. The faculty seminar relates film theory to other cultural theories.

■

The Jewish Theological Seminary of America has long taken pride in educating students to read Jewish authors in their native languages. Until recently, that meant Hebrew, Aramaic, and English. But now the seminary will offer courses in Yiddish language and literature.

"Students won't have to kiss the bride through a veil," said David G. Roskies, professor of Jewish literature. He and others had taught Yiddish literature, but mostly in translation.

The seminary will offer a three-semester history of Yiddish writers, ranging from Mendele the Book Peddler to Sholem Aleichem to Isaac Bashevis Singer. In addition, this year students can take introductory Yiddish language. Advanced language courses will be introduced later.

Mr. Roskies said religious politics had originally kept Eastern European writers and their language out of the curriculum. For one thing, Yiddish was associated with anti-clerical movements, such as socialism. And the seminary, founded as a rabbinical school for Conservative Jewry, hoped to "reinvent Judaism along American lines" and move it away from its European connections, he said.

■

The Philadelphia College of Textiles and Science wants to weave general education with courses that train students for careers in such fields as accounting, architecture, interior design, and marketing.

The new College Studies Program, introduced last semester, is designed for students who plan to become professionals and managers when they graduate. Liberal-arts requirements will focus on broad interdisciplinary themes relevant to work, not on introducing students to scholarly fields.

For example, an American-history course will highlight architecture and the role of working women, said Marion W. Roydhouse, the program director and an associate professor of history. Instead of taking an introduction to sociology or economics, students might study the impact of technology in the modern world.

The college has also added requirements in area studies, "intercultural understanding," and aesthetic appreciation. New majors include biology, product and brand management, and international business. —SCOTT HELLER

On Line

The obstacle to integrating information technology into the college curriculum is not the technology itself. It is people, according to Marn Mayor, director of the Annenberg/CPB Project.

"Technology requires a different way of thinking about the learning process," Ms. Mayor said at the annual meeting of the Association of American Colleges in Washington this month. "We have to get faculty to see that it is worth their time."

Ms. Mayor said professors should understand that it is all right to admit that they are ignorant about computer technology (everyone else is, too) and ask questions. "Once you get them hooked, faculty members come along and technology works," she said.

■

When the University of Michigan distributed copies of a new policy on the proper use of information technology, it started a "Think About It" campaign so the documents wouldn't languish on bookshelves.

Virginia E. Rezmierski, assistant for policy studies to the vice-provost for information technology, who managed the campaign, called for 50 faculty volunteers to train as leaders of conversations on ethical and unethical practices involving computers, software, and electronic networks. The volunteers—primarily philosophers, ethicists, and lawyers—led two-to-three-hour discussions around the campus.

"Our goal was to clarify values, to let people start to see how somebody else thinks, what the different points of view are that exist on the campus," says Ms. Rezmierski. "It was not our job to get them to buy the university policy—just to get them sharing points of view."

Ms. Rezmierski estimates that the campaign, which is taking a break right now, reached about 700 people directly and many hundreds more by word of mouth. She says the group leaders liked their job so much that they are ready to do it again at any time.

■

The Online Computer Library Center has completed the installation of its new $70-million telecommunications network. The network, which took 14 months to complete, now serves nearly 14,000 libraries in 46 countries.

The OCLC's original network was a dedicated, leased telephone line with all its circuits connected to the center's headquarters in Dublin, Ohio. The new telecommunications network, with more than 280,000 miles of line, is a packet-switching net with 45 nodes in 45 different cities. The six major nodes are connected with each other and with the headquarters.

"Traffic on the new network in averaging about 3 million messages a day," says George Carpenter, director of the Network and Hardware Services Division.

Information Technology

Research Libraries Group Seeks New Focus and New Members

Major shift for organization once widely seen as elitist

By DAVID L. WILSON

Nearly 17 years after it was founded, the Research Libraries Group is reinventing itself, embracing organizations beyond the major research institutions that have made up the bulk of its membership and preparing for further changes in the library community that are driven by the information-technology revolution.

While the RLG's fundamental mission remains one of assisting research and scholarship, the group hopes to cast a wider net for its members, which now number 112. Its president, James Michalko, says RLG will continue its emphasis on collective efforts to solve the problems facing researchers, but those efforts will take place with a much broader group of institutions that have a scholarly clientele.

"That includes the archival community, the museum community, independent research libraries, and learned societies," he says. "The big, productive societies for the future aren't going to be the ones that are determined by institution type," says Mr. Michalko. "They're going to be driven by finding out who's got the same problem and the same mission, regardless of institution.

"We're trying to create a whole different set of alliances," he adds. "Not abandon the library and the library alliances, but bring these other constituencies into the mix."

FRED MERTZ FOR THE CHRONICLE

James Michalko of the Research Libraries Group: "The big, productive societies for the future aren't going to be the ones that are determined by institution type."

4 Broad Themes

The shift marks a dramatic change at RLG, says Mr. Michalko. Founded in 1975, RLG has tried to improve access to information needed in education and scholarship. Its original vision could be viewed by outsiders as elitist, Mr. Michalko admits. "The founders genuinely believed that there was a set of institutions that shared unique problems," he says. "As soon as you start to define the group in that fashion, you end up with that elitist baggage. I think what's changed here is that folks recognized that there's an enormous range of contributions to the challenge of supporting scholarship, and that lots of different kinds of institutions make contributions to that."

Mr. Michalko says RLG will concentrate on four broad themes in the coming decade: creating alliances that go beyond the comprehensive research library; dealing with collections and information delivery; protecting materials, such as microfilm and electronic media, designed to preserve printed documents; and assisting in the development of computer systems to use in research on the local level.

"Our mission remains one of improving access to an extended range of research resources," Mr. Michalko says. "What we've done is refocus the agenda: what can we do most productively to make good on the mission."

Mr. Michalko is spending a great deal of his time on the road these days, trying to get the word out to prospective members that RLG has changed. Still, he says, the name Research Libraries Group is largely unknown.

> **"What's changed here is that folks recognized that there's an enormous range of contributions to the challenge of supporting scholarship."**

Much of the general library community is aware of RLG only peripherally, through the use of the Research Library Information Network, containing RLG's massive data base, which was developed originally for book cataloging. "In a big chunk of the community, the only manifestation of RLG in the past has been RLIN," says Mr. Michalko.

As part of its reorganization, RLG is in the process of refining the system, with less emphasis on cataloging and more on the ability of the system to bring unique resources to institutions.

Less Important for Book Cataloging

An attempt to link RLG's system with a similar system operated by the Online Computer Library Center sputtered to a halt in June. RLG rejected proposals that would have entailed turning over routine cataloging of materials to the OCLC system immediately and establishing a direct link between the two systems after several years.

The importance of the Research Library Information Network for book cataloging has diminished dramatically for many RLG

Continued on Following Page

Libraries Group Seeks New Focus and New Members

Continued From Preceding Page

members, says Joan I. Gotwals, vice-provost and director of libraries at Emory University. Most major research libraries in the United States have developed their own internal computer systems to handle routine cataloging chores, she says.

New Methods Developed

While standard cataloging on the Research Library Information Network has diminished in importance, she says, RLIN itself remains critical to that same community.

Indeed, RLG's ability to do highly specialized, technically oriented tasks, using the system's capabilities, is vital to major research institutions, says Donald W. Koepp, the librarian at Princeton University. In the process of reorganizing, RLG has streamlined itself, making it better able to use its technical expertise to accomplish tasks that institutions individually would be unable to complete successfully.

The Research Library Information Network was developed by RLG because it was far too expensive for individual member institutions to undertake, although research libraries need not be members of RLG to use it. New methods of using the system have been developed, dealing with issues that no commercial service provider would attempt because there would be no profit, and more are under development.

"RLG needs to do things that are so rare that they would be unprofitable, but really critical to scholarship."

"RLG needs to do things that are so rare that they would be unprofitable, but really critical to scholarship," says Mr. Koepp. As an example, he says, librarians using RLG's resources can now do cataloging in Arabic, Chinese, Hebrew, Japanese, and, Korean. Materials in those languages are not commonly held in American university libraries. "They're very expensive to handle in a research-library context, yet they're vital," he says.

RLG offers libraries a way to catalog such items using computers. "It's a real contribution to scholarship," he says—one that would otherwise be unavailable, because a single institution could not make the necessary investment simply to catalog a handful of books on its campus.

RLG is developing other technological solutions to problems facing libraries. Mr. Michalko cites Ariel, RLG's recently released document-delivery system used over the Internet, a network of networks. Essentially a sophisticated facsimile machine hooked up to a common desktop computer, Ariel offers the users of interlibrary loans a system that is both more reliable and less expensive than a standard fax machine.

'The Board Was Too Big'

Mr. Michalko hopes to see the development of more tools like Ariel that will be of benefit to scholarship in general. To spur new developments, RLG has limited the number of seats on its board of directors to 15. Under the old rules, Mr. Koepp explains, anybody who was a member of RLG had a seat on the board, a system that became cumbersome as membership grew. "We reached a point where the board was just too big," he says.

At the same time, RLG eliminated its program committees, another bottleneck, established other forms of collaboration for its members, and made membership much less expensive. (Previously, annual fees ranged from $5,500 to $71,000, depending on an institution's size. Fees now range from $3,000 to $25,000.) Such moves, says Mr. Michalko, should cause membership to increase and enable RLG to react to changes in technology much faster.

"What we've done is refocus the agenda: what can we do most productively to make good on the mission."

The changes should also allow wildly divergent groups to coalesce around issues of specific importance to them. The new RLG will emphasize collaboration over competition. "We're trying to allow people to be driven by self-interest," says Mr. Michalko. "If, for instance, a really big problem for you is dealing with the preservation of images—photo collections, microfilm, and whatnot—then you ought to be able to find some partner within RLG to go after that in a productive way. You don't have to be interested in the rest of the agenda."

It is not yet clear that the changes RLG has instituted will be effective, says Mr. Michalko, who is watching for more productive projects from RLG members and an acceleration in membership growth as signs that the plan is working.

There is always the bottom line to be concerned about, he says. Since it costs less to join, the number of members will have to increase to make up the difference. And since fewer institutions are using the Research Library Information Network for basic cataloging, new services will have to be developed to make up for the anticipated loss of revenue in the future. "Obviously, if we don't stay economically viable, none of this is going to work," he says. ■

Members of the Research Libraries Group

Alabama Department of Archives and History
American Antiquarian Society
American Philosophical Society
Amon Carter Museum
Annenberg Research Institute
Archives of American Art
Arizona State University Library
Art Institute of Chicago
Athenaeum of Philadelphia
Gene Autry Western Heritage Museum
Leo Baeck Institute
Boston University Law Library
Brandeis University
Brigham Young University
Brooklyn Museum
Brown University
California State Archives
Canadian Centre for Architecture
Cleveland Museum of Art
Cleveland Public Library
Colorado State University
Columbia University
Cornell University
Dartmouth College
Duke University School of Law Library
Emory University
Fashion Institute of Technology
Florida State University
Freer Gallery of Art/Arthur M. Sackler Gallery Library
Frick Art Reference Library
Georgetown University
Georgia Department of Archives and History
Gratz College
Hagley Museum and Library
Harvard University (includes Radcliffe College)
Hebrew Union College
Historical Society of Pennsylvania
Huntington Library
Jewish Theological Seminary
Johns Hopkins University
Kentucky Department for Library and Archives: Public Records Division
Kimbell Art Museum
Library Company of Philadelphia
Los Angeles County Law Library
Louisiana State University
Massachusetts State Archives
Metropolitan Museum of Art
Minnesota Historical Society
Museum of Fine Arts, Boston
Museum of Fine Arts, Houston
Museum of Modern Art
National Archives and Records Administration
National Gallery of Art
Nelson-Atkins Museum of Art
Nevada State Library and Archives, Division of Archives and Records
New York City Department of Records and Information Services
New York Historical Society
New York Public Library
New York State Archives and Records Administration
New York State Library
New York University
Northwestern University
Old Sturbridge Village
Oregon State Archives
Pennsylvania Historical and Museum Commission's Division of Archives and Manuscripts
Pennsylvania State University
Philadelphia Museum of Art
Pierpont Morgan Library
Princeton University
Rockefeller Archive Center (Rockefeller University)
Rosenbach Museum and Library
Rutgers University
Saint Louis Art Museum
Stanford University
State Historical Society of Wisconsin
State University of New York at Albany
State University of New York at Binghamton
State University of New York at Buffalo
State University of New York at Stony Brook
Sterling and Francine Clark Art Institute
Williams College
Syracuse University
Temple University
University of Alberta at Edmonton Library
University of British Columbia Library
University of California at Berkeley
University of California at Santa Barbara
University of Chicago
University of Connecticut Law School Library
University of Florida
University of Hawaii at Manoa Library
University of Iowa
University of Judaism
University of Michigan
University of Minnesota
University of Oklahoma
University of Pennsylvania
University of Rochester
University of Southern California
University of Texas at Austin
University of Toronto
University of Tulsa Library
University of Utah Law Library
University of Washington Libraries
Utah State Archives
Utah State Historical Society
Virginia State Library
Washington State Library
Wellesley College
Wesleyan University
Yale University
Yeshiva University
Zev Institute

TECHNOLOGY UPDATE

- **Records of 10 Spanish noble families put on optical disks**
- **Prototype electronic network set up for percuesionists**
- **University hospital substitutes computers for patient charts**
- **Magnetic cards offer 24-hour access to computer laboratories**
- **Videodisk images of skeletons used to teach anatomy**
- **Distance-education center offers free electronic services**

Researchers at the University of Florida are computerizing the records of 10 Spanish noble families so the documents will be available to scholars.

Michael Gannon, director of the Institute for Early Contact Period Studies, is overseeing the effort to copy onto optical disks millions of pages of historical documents, dating back hundreds of years. Researchers will be able to use the disks with players attached to desktop computers to search for specific documents.

The project uses scanning devices that can copy documents and pictures in varying shades of gray. With this gray-scale technology, "we can increase the contrast between paper and faded ink, remove water stains, and reduce bleed-through," says Mr. Gannon. "It gives you control over manuscripts that we never had using microfilm."

Mr. Gannon says it takes, on average, less than 30 seconds to copy each page. Even so, "this project will last for at least a decade."

The Spanish records are a treasure trove of information for researchers, says Mr. Gannon. The project has already uncovered an abstracted diary of the 1492 voyage of Christopher Columbus. "We found to our amazement that it had never been catalogued," he says. "This is the kind of material that has not been used by scholars to any appreciable degree."

For more information, contact Michael Gannon, 424 Little Hall, University of Florida, Gainesville, Fla. 32611; (904) 392-1503.

—DAVID L. WILSON

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A music professor at Del Mar College in Texas has established a prototype electronic network for percussionists around the world.

The prototype, called the World Percussion Network, has been operating 24 hours a day, seven days a week, since April, according to Norman Weinberg, an associate professor of percussion, who is developing the electronic bulletin board with the Percussive Arts Society. "In the initial stage, we have 20 sub-boards for special-interest groups and 20 different file areas. About 50 people log on regularly," he says.

When the network is operating fully—the target date is November 1992—it will be a source for articles and research papers on percussion, files of digitized sounds, announcements about recitals and tours, and more, says Mr. Weinberg, who is also the principal timpanist and percussionist with the Corpus Christi Symphony Orchestra. "Eventually, we'd like to catalog all music by composers from around the world," he says. "The best way to describe it is a Library of Congress for percussion."

To use the network, musicians must be with an institution that belongs to the Percussive Arts Society, a professional organization for percussionists. Most colleges and universities with music departments belong, according to Mr. Weinberg.

For more information, contact Norman Weinberg, Del Mar College, East Campus, Corpus Christi, Tex. 78404-3897; (512) 886-1618.

—BEVERLY T. WATKINS

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The University of Pittsburgh Medical Center is experimenting with a clinical-information system that eliminates multipage charts and makes patient information available on a computer screen at bedside.

With the Critical Care Information System, as it is called, doctors, nurses, and clinicians can enter vital data about a patient, including laboratory reports, from any workstation in the hospital. These data are available instantly in the intensive-care unit as charts and graphs on bedside monitors.

"The system improves our ability to respond promptly to life-threatening changes in a patient's condition and make appropriate decisions," says Keith Stein, medical director of the intensive-care unit, who is overseeing the system's development.

The system is part of a four-year project by critical-care specialists to find a more efficient method for making large volumes of diagnostic information available in the intensive-care unit. Although the system is still experimental—it is being used in just one 14-bed unit—Mr. Stein says he is looking for other applications of its software, such as linking the unit with the hospital pharmacy and even with doctors' offices.

For more information, contact Keith Stein, Critical Care Medicine, University of Pittsburgh Medical Center, 3811 O'Hara Street, Pittsburgh 15213; (412) 647-8410.

—B.T.W.

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The University of Michigan's College of Engineering is using a card-entry system that gives students 24-hour access seven days a week to its computer laboratories.

The system functions a lot like an automatic-teller machine. Students slip their campus identification cards, which have magnetic strips, into scanning machines that open doors to authorized people. If the scanner denies access, the reason appears on the screen, along with a telephone number to call for assistance.

The system paid for itself within a year of its installation through reductions in personnel costs, says John Muckler, manager of computer operations. "We got rid of 80 student monitors," he says.

Today, laboratory assistants check on the laboratories' printers occasionally, and students, who used to get manuals from the lab monitors, now check them out from the library.

Several schools in the College of Literature, Science, and the Arts are now installing card-entry systems modeled on those in the College of Engineering.

For more information, contact John Muckler, College of Engineering, University of Michigan, 229 Chrysler Center, Ann Arbor, Mich. 48109; (313) 936-3501; JOHNM@ENGIN.UMICH.EDU. —B.T.W.

■

A professor of anthropology at Cleveland State University is creating an interactive videodisk of images of normal and pathological human and primate skeletons to use in teaching anatomy.

The disk, part of the Skeletal Explorer Videodisk System, will include approximately 21,430 color images of skeletons and 28 minutes of video showing human movement.

Most anthropology laboratories have a small number of human skeletons and fiber-glass casts of human and primate skeletons, and a small sample of human fossil casts, says John E. Blank, a professor of anthropology, who is developing the disk with a colleague. He says the videodisk, which will have 462 human, 47 primate, and 387 fossil specimens, will simulate a well-equipped skeletal laboratory.

Mr. Blank is using images from the collections of the Cleveland Museum of Natural History, the National Museum of Natural History, the National Medical Museum, and the Smithsonian Institution.

Mr. Blank says he will test the videodisk system in laboratory courses during the 1992-93 academic year and hopes to make it available to faculty members by fall 1993.

The project is supported by the Fund for the Improvement of Postsecondary Education and the National Science Foundation.

For more information, contact John E. Blank, Department of Anthropology, Cleveland State University, Cleveland 44115; (216) 687-2381; B0419@CSUOHIO.

—B.T.W.

■

The American Center for the Study of Distance Education is offering two free electronic-information services—one a newsletter and the other a forum—for researchers, administrators, and faculty members interested in distance learning.

The center, located at Pennsylvania State University, publishes DEOSNEWS, which sends subscribers about one article a week on such topics as audio-conferencing, computer-mediated communication, computer-assisted language learning, and computer networks. About 600 educators in 28 countries subscribe.

Authors of articles in DEOSNEWS may publish the same pieces in paper journals, according to Morten F. Paulsen, who edits the electronic news, as well as the center's print publication, *The American Journal of Distance Education*.

The on-line forum, called DISTED, gives distance educators all over the world an opportunity to discuss the issues raised in the electronic news.

For subscription information for both services, contact Morten F. Paulsen, College of Education, Pennsylvania State University, 403 South Allen Street, Suite 206, University Park, Pa. 16801-5202; (814) 865-5855; MFP101@PSUVM.PSU.EDU. —B.T.W.

■

Briefly Noted:

■ Northwestern University has received a $1.5-million grant from the Ameritech Foundation to support an endowed chair in information technology in the School of Engineering and Applied Science.

■ The Department of Energy's Argonne National Laboratory is offering a series of one-semester courses on parallel computing to prepare professors from women's colleges and from historically black institutions to teach undergraduate computing on their campuses.

■ *Empowering Networks: Computer Conferencing in Education*, edited by Michael D. Waggoner, associate professor of higher education at the University of Northern Iowa, is available for $34.95 from Educational Technology Publications, 700 Palisade Avenue, Englewood Cliffs, N.J. 07632; (201) 871-4007.

■ *Technobabble*, an examination of computer terminology by John A. Barry, is available for $22.50 from MIT Press, 55 Hayward Street, Cambridge, Mass. 02142; (617) 253-5643.

■ *The New Hacker's Dictionary*, a collection of computer jargon from *ack* to *zorch* edited by Eric Raymond, is available for $10.95 from MIT Press, 55 Haywnrd Street, Cambridge, Mass. 02142; (617) 253-5643. ■

NEW COMPUTER SOFTWARE

The following list of computer software has been compiled from information provided by the publishers or by companies marketing the programs. Prices are subject to change without notice. For information about specific applications and hardware requirements, contact the companies directly.

COMPUTER PROGRAMS

Anatomy. "Cochlear Anatomy," for Apple Macintosh. Requires "HyperCard." Gives students an anatomical tour through the hearing portion of the mammalian inner ear or cochlea; includes 10 animations of histological processing of cochlear tissue for light transmission and electron microscopy. 70 images, and 24 diagrams; $49.95. Contact: Chariot Software Group, 3659 India Street, San Diego 92103; (619) 298-0202.

Computerized instruction. "Create, Review, Test," for IBM PC and compatibles. Lets students enter class notes, questions, and answers in the computer, review materials, and test themselves; keeps track of problem areas and focuses reviews and testing in those areas; $35.50. Contact: Marco-Soft Inc., P.O. Box 400, Hill City, S.D. 57745; (800) 245-0356 or (708) 554-2650.

Exam preparation. "MicroTest III," for Apple Macintosh. Lets user create banks of up to 15,000 test questions and print tests with up to 300 questions; will produce multiple-choice, matching, true-false, fill-in-the-blank, short-answer, and essay questions; numbers pages and questions; includes diagrams, graphics, and figures; $139; quantity discounts and site licenses available. Contact: Chariot Software Group, 3659 India Street, San Diego 92103; (619) 298-0202.

Foreign languages. "Mac Second Language," for Apple Macintosh. Requires "HyperCard." Lets students listen to an instructor speaking a foreign language and record and play back their own speech for comparison; $79.95. Contact: Chariot Software Group, 3659 India Street, San Diego 92103; (619) 298-0202.

Foreign languages. "Spanish for Health Care Professionals," for Apple Macintosh. Requires "HyperCard" and MacRecorder. Lets health-care professionals improve their pronunciation of medical words and phrases in Spanish by recording their speech and comparing it to that of a native speaker; covers language for allergies, burns, chest pain, diabetes, seizures, trauma, and more; $200. Contact: Chariot Software Group, 3659 India Street, San Diego 92103; (619) 298-0202.

Literature. "Shakespeare Scholar Series," for Apple Macintosh and IBM PC and compatibles. Series includes tutorials for seven Shakespeare plays—*Anthony and Cleopatra, Hamlet, King Henry IV (Part I), King Lear, Macbeth, Othello,* and *The Tempest;* Chaucer's *The Prologue;* Oscar Wilde's *The Importance of Being Earnest;* Alexander Pope's *The Rape of the Lock* and *The Epistle to Dr. Arbuthnot;* and Gerard Manley Hopkins's *Selected Poems;* each tutorial contains up to 200 questions and essay assignments; $49 for each Shakespeare play; $79 for each of the others; site licenses available. Contact: Shakespeare on Disk, Hollow Rund, P.O. Box 299, Clinton Corners, N.Y. 12514; (914) 266-5186.

OPTICAL DISKS

Bibliographies. "NCJC Education Library," for CD-ROM players used with IBM PC and compatibles. Data base includes 300,000 bibliographic records of educational materials published in the 19th and 20th centuries; materials include books, journals, theses, data files, slides, newspapers, recordings, filmstrips, microforms, and manuscripts; $450; updated annually; quantity discounts available. Contact: SilverPlatter Information Inc., 100 River Ridge Drive, Norwood, Mass. 02062-5026; (800) 343-0064 or (617) 769-2599.

Government data bases. "SEC Online," for CD-ROM players used with IBM PC and compatibles. Contains the full unedited text of Form 10K's and 20F's for all NYSE, AMEX, and selected NMS/NASDAQ companies, including footnotes and selected exhibits; includes information on accounting principles, business segments, competition, corporate strategies, legal proceedings, mergers and acquisitions, subsidiaries, and more; $1,600 annually for two disks; updated quarterly; quantity discounts available. Contact: SilverPlatter Information Inc., 100 River Ridge Drive, Norwood, Mass. 02062-5026; (800) 343-0064 or (617) 769-2599.

Government & Politics

DAVID MARTAS FOR THE CHRONICLE

David Martas of California's community-college system: "This review has demonstrated obvious problems in the data base."

NORMAN PRICE FOR THE CHRONICLE

Jeremy R. Berg of Jordan College: "The numbers are inaccurate and probably impossible to pin down at this time."

With Their Eligibility for Student–Aid Funds at Stake, Many Colleges Claim U.S. Data on Defaults Are Faulty

By THOMAS J. DeLOUGHRY
WASHINGTON

Six months after the Education Department announced a plan to end the flow of student loans to institutions with high default rates, many of the non-profit colleges and technical schools that would be affected say they have evidence that the department is using faulty figures.

Last July the government identified 178 colleges and for-profit trade schools that were in danger of losing their eligibility for the loan programs because their former students had had default rates in excess of 35 per cent for three consecutive years.

Department officials report that they have succeeded in stopping loans to 117 of the trade schools and to 9 non-profit colleges and technical schools. Eleven non-profit colleges and 31 trade schools are still appealing their cases while 10 trade schools have won the right to continue in the programs.

Cutoff Rate to Drop to 30%

Institutions on the department's list are in danger of losing eligibility for Stafford Student Loans, Supplemental Loans for Students, and Parent Loans for Undergraduate Students.

Congress required in a 1990 budget-reduction law that the department stop loans to institutions whose former students have high default rates. The cutoff rate will drop to 30 per cent in 1993. Historically black institutions and colleges controlled by Indian tribes must comply with the law by 1994.

Officials at seven California community colleges that are among the non-profits with appeals pending are optimistic they will avoid losing loan eligibility because the state agency that guarantees many of their loans has found errors in the calculation of default rates.

Linda Michalowski, coordinator of student financial assistance for the California Community Colleges system, said the errors had resulted from miscalculations of when students were due to begin repaying their loans. The default rate is calculated by dividing the number of defaults that occur in a year by the number of borrowers

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Small Colleges May Face Big Problems Over Animal-Welfare Ruling

By STEPHEN BURD

Researchers say small colleges are likely to face the biggest burdens as a result of a federal-court ruling that extends an animal-welfare law to rats, mice, and birds.

Research universities generally have systems in place to meet the requirements of the law for all the animals they keep, scientists say. Animal-rights activists, however, say that the ruling will force both large and small institutions to provide better care for animals.

The ruling involves the Animal Welfare Act, which Congress passed in 1971. In setting the original regulations to carry out the legislation, the Agriculture Department excluded rats, mice, and birds, contending that Congress had allowed the department to determine the meaning of the term "animal."

But U.S. District Judge Charles R. Richey ruled this month that Congress had in-

Continued on Page A28

JOHN HUNTER SCHTTER FOR THE CHRONICLE

Franklin M. Loew: "Although the regulations will add more bureaucracy and be more time consuming, it may be worth it to make them publicly defensible."

Opinion: The role of revisionist art history **B2**

End Paper: Visual metaphors of space and time **B52**

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THE CHRONICLE OF HIGHER EDUCATION

Section 2

January 22, 1992

OPINION

The Trials of Reforming Legal Education

By James D. Gordon, III

THE LAW-SCHOOL CURRICULUM has not changed much since the 1870's. That's when Christopher Columbus Langdell, dean of the Harvard Law School, decided that, with a name like his, he desperately needed to discover something before he died. So he discovered the Socratic method, a martial art that uses questions and answers to teach the law.

Students immediately hated the Socratic method with a passion. Langdell's teaching style was so unpopular that Harvard's law-school enrollment plummeted, and rumors circulated that he might be fired. However, when law professors across the country learned how much students despised the method, they quickly rushed to adopt it, and Langdell's job was spared.

Nothing changed for a hundred years. Lawyers may not know much about education, but they know a lot about precedent. Jonathan Swift observed that precedent is important because, in the law, anything that has been done before may legally be done again. So the Socratic method has continued its reign unto the present day.

The Socratic method is good for teaching students how to "think like a lawyer." However, because it's so slow, it's not much good for teaching anything else—except to teach students to hate the sound of their name being called by the instructor. Legal education based on the Socratic method emphasizes legal-reasoning skills rather than specific areas of the law. This generalist approach, of course, has deficiencies.

For example, in recent years law practice has become increasingly complex and specialized. In the old days, most lawyers were sole practitioners after they left law school. A lawyer with a formbook and a Dictaphone was an instant expert in anything. Nowadays things are different, and students equipped primarily with legal-reasoning skills aren't always prepared for what law practice actually entails. Many will find their way to the megafirms, each with a huge flock (technically, a "pride") of lawyers. Each lawyer focuses on one narrow subspecialty—for example, how to convert backyard birdhouses into time-share resort condominiums.

There is also much more law than there used to be. The New Deal, for example, helped to bring about the rise of the regulatory state. In the old days you could clear a wilderness, settle a territory, and declare a war without ever thinking about lawyers. Today you have to consult a lawyer before you hose out the grease pan in your garage. Preferably a grease-pan specialist.

In addition, some of the cases that law students focus on are out of date. Students read hoary medieval cases in which Sir Gawain attacked Baron Relic. Studying ancient swordfights may be interesting, but it

ROBERT SOLE, FOR THE CHRONICLE

leaves students unprepared to deal with the modern world of electronic fund transfers and licensing agreements for computer software.

Students, in fact, can learn the basic analytical skills in their first year. They endure the second year patiently enough, mostly because they are having a delightful time being wined and dined by prospective employers. Also, there is some satisfaction in being an upper-class student and lording it over first-year students. However, by the time students are in their third year, they are bored out of their minds.

A particular difficulty with the upper-level curriculum is that, basically, there is no upper-level curriculum—merely a smorgasbord of unrelated courses. Students experiencing mental indigestion from combining the enchiladas of environmental law with the fishsticks of federal taxation are desperately reaching for the antacid of reform. To coin a phrase.

Consequently, law schools recently have begun talking about curriculum reform. Of course, any lawyer can *talk*. Lawyers earn their bread that way. The astonishing thing is that a few law schools are actually doing something.

ONE CURRICULUM REFORM is to provide more training in skills besides legal reasoning, including drafting documents and trying cases. Some schools have adopted this reform because employers have complained, with mosquito-like persistence, that new law graduates can't find the courthouse door, even when they are dropped off on the front steps.

However, law professors don't particularly like to teach lawyering skills. If professors had enjoyed the practical aspects of lawyering, they wouldn't have given up a salary of a jillion dollars a year in law practice for the privilege of driving a rusted-out Ford Pinto. Being forced to teach those things without earning a lawyer's salary is the worst of all possible worlds.

The other major curriculum reform being tried is specialization. Rather than take a lot of survey courses in areas that they are not interested in, students can concentrate in a particular area of the law, much like having an undergraduate major. Some schools are beginning to offer specialties in such legal fields as the environment, intellectual property, health care, and international law. Students receive certificates stating that they've specialized in a particular area, which can help set them apart when they look for jobs. It also pleases clients who, oddly enough, don't like paying for a new lawyer's on-the-job training.

Some law professors object, however, because reforming the curriculum is a lot of work. "We only finished reforming the curriculum 100 years ago," they complain,

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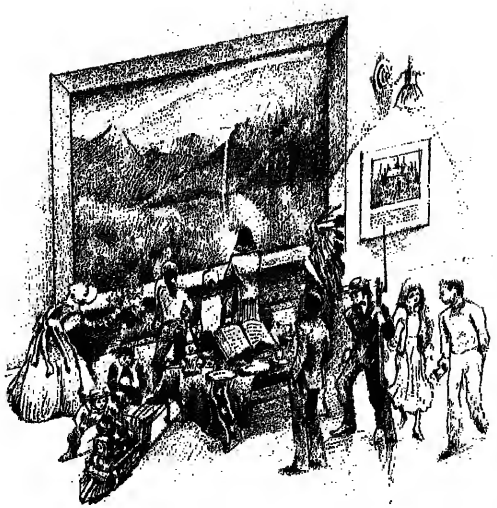

Revisionism Has Transformed Art History, but Not Museums

By Alan Wallach

LAST SPRING the Smithsonian Institution's National Museum of American Art became embroiled in a bitter controversy over "The West as America," an exhibition that attempted a revisionist interpretation of images of the frontier. The show became a national issue in May when Sen. Ted Stevens of Alaska accused exhibition organizers of promoting a leftist political agenda and threatened to curtail the Smithsonian's federal financing. Neoconservative columnists spewed invective, calling the exhibition "Marxist," "perverse," "simplistic," "destructive," and, predictably, "politically correct." Publicity surrounding the controversy implied that revisionism in art history was on the verge of taking over the museum world.

Unfortunately, this is hardly the case. Indeed, "The West as America" represented one of the very few attempts in recent years to mount an exhibition along revisionist lines. Despite the prestige that revisionist art history now enjoys in colleges and universities, museums for the most part have done everything in their power to ignore it.

"Revisionist" or "new" art history grew out of the crises of the 1960's when young scholars—many of whom were taking part in the civil-rights, anti-war, and women's-liberation movements—criticized the discipline's narrow focus on problems of connoisseurship and artistic "influence." These scholars began to search for new ways to understand the relation between art and its historical, political, and social contexts.

At first much of the new art history tended to be Marxist or feminist—or, frequently, a combination of the two. In a field that prided itself on upholding standards of "civilization," the "new" art history seemed rough-edged and argumentative. It engaged in confrontational politics, took issue with built-in assumptions and biases, and exposed pervasive sexism and elitism. It also called for increased attention to theories underlying the practice of art history and for the recovery of the discipline's intellectual heritage—the focus on historical and philosophical problems that had made the field central to the humanities in the early decades of the century.

I do not exaggerate when I say that "new" art history was responsible for the discipline's revitalization. Revisionist art historians insisted on discussion and debate in place of the usual numbing silence. Their probing and questioning opened the field to new areas of inquiry and to new theoretical perspectives.

Today revisionism generally dominates academic art history. Lending graduate programs vie for the services of Marxists, feminists, and semioticians. Theory has become a crucial part of the curriculum even at such strongholds of tradition as Columbia and New York Universities. Annual meetings of the College Art Association routinely feature sessions on such subjects as the construction of gender, the politics of representation, and the social history of art.

Thus revisionism has transformed academic art history; yet its impact on museum exhibitions has remained slight.

In 1987, the Metropolitan Museum of Art put on a blockbuster exhibition, "American Paradise: The World of the Hudson River School Painters." The first large-scale retrospective since 1945 of Hudson River School landscapes, the exhibition brought together 88 works and featured rooms devoted to canvases by Thomas Cole, Frederic E. Church, and Asher B. Durand.

A FEW MONTHS LATER, the Hudson River Museum of Westchester (N.Y.)—an institution little known outside its immediate area and generally ignored by New York reviewers—staged its own Hudson River School exhibition, "The Catskills." Organized by Kenneth Meyers, a young American-studies professor at Middlebury College, "The Catskills" brought together more than 150 objects—landscape, genre and portrait paintings, prints, drawings, photographs, maps, postcards, books, china, railway timetables, hotel bills, and other artifacts relating to 19th-century Catskill tourism.

The Hudson River School is my particular area of specialization, and I visited the two exhibitions repeatedly. The contrast between them—one representative of old, traditional art history, the other of the "new"—could not have been more telling.

"American Paradise" was all glossy spectacle. The spacious galleries, the brilliant lighting, and the lush setting combined to produce an experience in which visitors were overwhelmed by the beauty and power of the paintings. Yet something was missing. By viewing the landscapes of the Hudson River School as so many timeless masterpieces, viewers gained no sense of the paintings' history or their historical role. Patronage, contemporary response to the works, the art market, tourism, religious beliefs, industrialization, Jacksonian politics, Manifest Destiny, slavery, the Civil War—all these topics were largely absent from, or rather were absorbed by, the exhibition's pseudo-historical theme. Instead, the show promised visitors gleaming visions of a conflict-free American past, a "return to Paradise," in the words of the advertisement put out by the Chrysler Corporation, the exhibition's sponsor.

"American Paradise" exemplified traditional art historical wisdom: Choose the best works, gather them together under a familiar if tendentious label (Treasures, Masterpieces, Genius, Paradise), add wall texts with a smattering of background information, and, *voilà*, success is pretty much assured. But what if you depart from formula? What if you seriously want to explore relations between art and its historical context? That was the problem the Hudson River Museum set for itself.

The exhibition was laid out in the museum's large central gallery. Paintings hung on temporary walls facing cases with books, prints, and other artifacts related to the paintings. Wall texts set forth basic premises. Visitors followed a roughly chronological path. At almost every step, one encountered fascinating juxtapositions—for example, stereoscopic images of the Catskill Mountain House, a rendering of it on Staffordshire china, Frederic Church's painting of the view from the Mountain House, and so forth. There was nothing forced or self-consciously didactic about the installation. Nor did the presence of objects in different media—traditionally a curatorial taboo—detract from the enjoyment of individual artifacts.

Still, as you worked your way through the exhibition, you became increasingly aware of how the materials on display derived from, and also helped to constitute, a touristic culture. Seen in this light, landscapes by Cole, Church, Durand, and others began to make greater historical and artistic sense. No longer relief masterpieces, objects of a disembodied aesthetic contemplation, they could be seen in relation to a range of 19th-century cultural practices, such as tourism, nature worship, and patriotic beliefs that equated American nature with American identity.

"The Catskills" demonstrated one way in which museums can break out of the masterpiece-treasure-genius-paradise syndrome. There are others. An exhibition in 1988 at New York's Center for African Art called "Art/Artifact" subjected the category "art" to a searching examination by recreating the different exhibition formats in which African works have been seen in the United States since the late 19th century. They included a "curiosity room"; a natural-history display complete with diorama; an "atmospheric" big-museum type of installation; and a stark contemporary gallery. The center even included "authentic" period labels.

Another example was the Menil Collection's "Winslow Homer's Images of Blacks" in 1988. Visitors encountered a variety of works—oil paintings, watercolors, lithographs, wood engravings from *Harper's*—that allowed them to explore in detail the artist's complex response to the changing situation of blacks during the Civil War and Reconstruction.

THESE EXHIBITIONS provoked no heated controversies, no blowups over "Marxism" or "political correctness." Still, these and similar path-breaking shows usually turn up in smaller institutions, sites beneath the notice of the national news media. As a consequence, they reach audiences limited to local museum patrons, students in the area, and art historians in the know.

Why don't larger, national institutions like the Metropolitan, the Museum of Modern Art, and the National Gallery mount similar exhibitions? Why have they generally failed to take advantage of the large body of revisionist scholarship now available? Why are they so irrevocably attached to their formulaic blockbusters and treasure-house displays?

The usual response from such institutions—"We give the public what it wants"—begs the question. Indeed, it abdicates responsibility, since museums are supposed to be in the business of shaping, not reflecting, taste. A steady diet of commodified culture can only dull the public's critical capacities. Or is that really the point in an age in which trustees from a leading museum travel to Disney World to study ways of improving exhibition techniques?

"Revisionist ideas about patronage, class, or gender aren't ideas for exhibitions" is another frequent objection. On the contrary, exhibitions can tell complex stories *spatially*. A successful exhibition is not a book-on-the-wall, a narrative with objects as illustrations, but a carefully orchestrated deployment of objects, images, and texts that gives viewers opportunities to look, to reflect, and to work out meanings. Revisionists know this quite as well as traditionalists, as the three exhibitions cited demonstrate. What this objection usually boils down to is a fear that revisionists will neglect or ignore art's aesthetic dimension. This fear makes sense only if you believe that the aesthetic is destroyed by the presence of anything else (historical artifacts, works of art in different media, information about patronage).

I BELIEVE that the real reason for museums' reluctance to draw upon revisionist scholarship is their deep-seated fear of controversy and critical thought. Museums like the National Gallery thrive on the notoriety that comes with cheap stunts such as the exhibition of Andrew Wyeth's prurient "Helga Pictures." Genuine controversy is something else entirely: It raises basic questions, involves people in issues, makes them care passionately about ideas. In a society in which culture ultimately is controlled by corporate elites, controversy is too dangerous—it cuts too close to the nerve.

I am aware, of course, that museums always have been deeply conservative institutions. Dependent upon corporations, government agencies, and wealthy donors, and presided over by well-heeled trustees usually more interested in prestige and the fate of their personal art collections than the public good, they have every reason to avoid anything that would bring down the wrath of their financial backers.

This built-in conservatism has been reinforced in the last few years by the appearance of dour, neoconservative critics who have taken upon themselves the task of insulating the public from radical or even mildly dissenting views. Their wild-eyed assault on "The West as America"—whatever the exhibition's flaws, its historical premise was hardly novel—will no doubt inspire even greater caution on the part of curators and museum directors.

Thus, prospects for revisionist exhibitions are not especially bright. Still, this should not be cause for despair: Revisionism is here to stay. And this means that its specter will continue to haunt museum corridors.

Alan Wallach, an associate professor of art history and American studies at the College of William and Mary, currently is working on a study of patronage and vision in 19th-century American landscape painting.

MÉLANGE

Students and the Movement for Civil Rights; Lessons From the Life of a Slave; Art and Evil Ideas; an Uncertain Career in Literature

SINCE I BEGAN TEACHING a course on the Southern movement for civil rights, I have made a habit of giving my students a quick quiz on the first day of class. They are asked to identify well-known and lesser-known figures, concepts, and events of the movement and they generally have done poorly, even considering they weren't born when Martin Luther King, Jr., was killed.

Students at a large Southern state university did better than those at two elite private colleges in the North, and while most students could not identify him at all, the Southerners were quicker to identify George Wallace than their counterparts north of the Mason-Dixon Line.

Some students confused Governor Wallace with television newsman Mike Wallace and Montgomery NAACP leader E. D. Nixon with President Richard M. Nixon. They frequently identified Rosa Parks as "the bus woman."

—Julian Bond, visiting professor of government at American University, in the winter 1991 issue of Teachers College Record

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THE LIVES of public figures, those whom society comes to regard as great men and women, are often used by historians and biographers to exemplify or define an issue or era from the past. . . . Yet the lives of lesser figures, men and women who lived and died in virtual anonymity, often better illustrate certain aspects of the major issues of a particular period than do the lives of those who, through significant achievement, the appeal of the orator, or the skill of the polemicist, achieve national prominence.

Such is the case with the life of Celia, a slave who lived and died in Callaway County, Missouri. On October 9, 1855, Celia entered the circuit court of Callaway County, where she stood accused of murder. . . .

The life of Celia, a slave, presents us with a detailed case study of what the historian Charles Sellers referred to as "the fundamental moral anxiety" that slavery produced. This fundamental moral anxiety, and the moral dilemmas that produced it, were at the very heart of the institution of slavery. Until recently they have received little attention from historians, who concentrated instead upon the economic and social aspects of slavery, and upon the political issues it created. . . .

The life of Celia demonstrates how slavery placed individuals, black and white, in specific situations that forced them to make and to act upon personal decisions of a fundamentally moral nature. . . .

Celia's story derives much of its significance, as well as its narrative power, from the nature of the specific issues and moral dilemmas it forced individuals to confront. Her case starkly reveals the relationships of race, gender, and power in the antebellum South, in addition to illustrating the manner in which the law was employed to assuage the moral anxiety slavery produced. Finally, because race and gender are issues with which our society continues to grapple, . . . the case of Celia, a slave, reminds us that the personal and the political are never totally separate entities.

—Melton A. McLaurin, professor of history at the University of North Carolina at Wilmington, in Celia, A Slave, *published by the University of Georgia Press*

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AS IDEOLOGIST AND MUSICIAN, Wagner illustrates a general problem, the affiliation between art and evil ideas. One approach is to pretend that the two are finally unrelated, that distinguished literature, music, and painting stand above evil ideas and practices. To accept such a view is to deny and sanitize what in most instances the artist does not deny. Radical misinterpretation follows. A second approach, reflected in the Israeli aversion to performances of Wagner, is to proscribe offending works, a policy followed by Israel in the occupied territories and by most Islamic countries toward Salman Rushdie and other dissenters. This, too, is denial and political censorship.

But the reality is that connections between barbarism and culture are common. If one is to care about art and humanity sincerely, there must never be burning of books or ideas. The real task is how, not whether, to read them, to try to see them whole, to appreciate that art and judge the morality together, as actualities of human history.

—Edward Said, professor of English, Columbia University, in the January 12 edition of The New York Times

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FEW PATHS ARE AS UNCERTAIN as a career in literature. More than the other arts, the one which is centered on the written word lays itself open to a dizzying play of nuances which only the skill of the author—and a favorable wind—render coherent. As the principal medium for thought and narrative, speech and song, words bear a stricter relationship to meaning than image or gesture or sound and yet must encompass all of these if they are to seem alive. The plasticity of words, the wealth of their ambiguities, pose challenge enough to the conventional writer, but to one who seeks to go beyond, to reach new discoveries, the struggle is unrelenting.

—Jason Weiss, writer, in Writing at Risk: Interviews in Paris with Uncommon Writers, *published by University of Iowa Press*

A Few Law Schools Are Actually Doing Something About Reform

Continued From Page B1

"and you're already talking about doing it *again*?" Then they go back to sleep.

Other professors object that some students don't know what specialty to choose. Therefore, logically, *nobody* should be allowed to choose. Some critics argue that students might want (or be forced) to change specialties after entering law practice, in which case their handsome specialization certificates will be suitable only for wrapping fish. The young lawyers might even have to read a book or something equally odious once they have a job. Students should be able to stop learning when they graduate, just as the professors did.

I THINK that offering students the opportunity to specialize is a good idea, though. My only objection is that not enough specialties are offered. I suggest adding the following:

Advertising. How to appear compassionate and unconcerned about money while appearing in television commercials that flash subliminal messages encouraging people to sue.

ROBERT BOULE

Litigation. How to pursue the paper wars of lawsuits. Discover why another forest dies every time a case is filed.

Corporations. How to abuse creditors, shareholders, employees, consumers, the Internal Revenue Service, and the environment for fun and profit. Mostly profit.

Landlord-tenant law. See how medieval English feudal law has modern applications.

Income taxation. Prepare to be a tax lawyer (someone who is good with numbers but does not have enough personality to be an accountant).

Law-office architecture. How to design a building so that each of the law firm's 1,000 attorneys gets a corner office.

When it comes to curriculum reform, though, most law schools are still at the talking stage. This is the stage where lawyers feel most comfortable. They may not know much about pedagogy, but they know a lot about parliamentary procedure and seating arrangements. So far, most law faculties are still discussing the motion to table the motion to move the table. Meanwhile, don't hold your breath.

James D. Gordon, III, is a professor of law at Brigham Young University.

LETTERS TO THE EDITOR

Charges of Racism Against the ACE's President

TO THE EDITOR:

After reading the article on Samuel L. Myers, president of the National Association for Equal Opportunity in Higher Education ("President of Black-College Lobbying Group Stirs Furor With Claim ACE Is Racist," January 8), I am saddened by Dr. Myers's charge of racism toward the president of the American Council on Education, Robert H. Atwell.

Last year I completed an ACE Fellowship with 29 other fellows. During my term there was no indication of any bias by the association or its president. In fact, in the 1990-91 class there were seven black and two Hispanic fellows. Discussions among minority ACE Fellows ranged from the need for more hours to discuss diversity issues to additional visits to predominantly minority institutions. But these are process and time issues, and they were addressed in our out-briefings.

Dr. Atwell and members of the ACE staff addressed the fellows several times, always in a professional manner. Never did I notice any racist remarks or negative attitudes toward any minority group that would warrant Dr. Myers's remarks.

As an educator, administrator, and a minority in higher education, with over 20 years' experience, I believe that I can identify, observe, and be sensitive to racist remarks and practices—and there were none. Samuel L. Myers has sent a torpedo to sink the wrong ship.

PEDRO J. LECCA
ACE Fellow, 1990-91
Professor and Director of Health Care
The University of Texas at Arlington
Arlington, Tex.

■

TO THE EDITOR:

As chairman-elect of the National Association for Equal Opportunity in Higher Education, I am writing in response to the January 8 article by Scott Jaschik. NAFEO does an outstanding job of providing support and access to resources for the nation's historically African-American institutions of higher education, and Samuel L. Myers has done a superb job as president of this vital organization.

It is imperative that African-American individuals and institutions demonstrate unity in the fight against sophisticated and unsophisticated acts of racism by individuals and institutions.

NAFEO is an organization that is important for the growth and survival of the colleges and universities it represents, and Dr. Myers has provided a tremendous service in working for the future of our institutions as they fight to combat the forces that threaten their strength and existence.

ARTHUR E. THOMAS
President
Central State University
Wilberforce, Ohio

Debate biased theories, don't censure them

TO THE EDITOR:

Despite my great respect for the carefully considered views of former University of Virginia President Robert M. O'Neil on the subject of what to do about obnoxious speech, I submit that he has badly missed the mark in his recent piece, "Dealing With Intolerance for Intolerant Views" (December 18). Punishment is not a good way to deal with this problem, as it rarely is with any problem.

The impulse to punish what we regard as the utterance of falsehood or outrageous epithet is very understandable, but when a person or group says something we don't like, for whatever reason, the only effective way to deal with it (not merely the best way, but the *only* way) is more speech. Those who hate and fear the social results of statements that they believe to be false and odious have the ability to refute falsehoods, to state what they believe to be true, and to express their reactions to the uses of such epithets.

If Leonard Jeffries, Jr., is wrong in his expressed views about "sun people" and "Jewish conspiracies," the only effective remedy is publicly to expose his errors, not to punish him or to prohibit him from speaking. (If his speech proves him incompetent to teach, the focus of attention should be on his competence to teach, not on the content of his extracurricular speech.) And the same is true of Michael Levin's views on the relative intelligence of black-skinned and white-skinned people.

The permanent suppression of speech, true and false, hateful and benign, never has been possible and never will be. And there is no better way to make the utterance of bad words and bad ideas attractive than to attempt to suppress them. People think, "There must be something valuable in the expression of these ideas or the use of these words, otherwise why would they be prohibited?" We might not to encourage that which we deplore, nor waste our time attempting the impossible.

It can be painful and frustrating to endure words we abhor from our fellow men. But like it or not, that is what we have to do. Any rule that allows "us" to suppress "them" today allows them to suppress us tomorrow.

ALLEN E. SMITH
Attorney
McAllen, Tex.

City College professors and minds of the young

TO THE EDITOR:

Each time I read articles like the ones in the December 18 issue of *The Chronicle* entitled "Controversial City College Professor Is a Study in Contradictions" and "Beneath All the Furor Over Leonard Jeffries, City College Tries to Get On With Its Routine," I am saddened for I realize that in my lifetime, to paraphrase Martin Luther King, Jr.: I will not be judged by all men for the content of my character, but for the color of my skin.

It is extremely sad to see and hear of two men with such excellent educational backgrounds who lack basic common sense. Michael Levin and Leonard Jeffries, Jr., are both individuals who apparently cannot see the forest for the trees.

Dr. Levin is traveling around trying to prove that one race is inferior to another, and Dr. Jeffries has contended that Jews played a key role in helping to finance slave trade. He has also been quoted as having said, "The akin pigment melanin may give blacks physical advantages." And he has spoken about the value system of European-Americans or "ice people" versus the communal values of Africans or "sun people."

Unfortunately neither man realizes that he is in an excellent position to help bring young people (of all ethnicities) together to teach them that if we don't work together, there will be nothing left in this world upon which to build. Drugs and diseases are running rampant in this country. Hunger, abuse, and lack of faith in mankind are at their worst, and these two educators are so selfish that they can only work for personal gratification.

If I were an official at the City College of the City University of New York, I would work very hard to get both of these individuals off my faculty before they do further damage to the young people who cross their paths. If I were possible to strip both men of their educational degrees, I would do everything in my power to do so. I would not want either one of them to be able to influence young minds again.

SHERYL T. SPIVEY
Director of Financial Aid
Central Michigan University
Mount Pleasant, Mich.

THE CHRONICLE OF HIGHER EDUCATION — HENRY HARRIS

PC atmosphere reigns at scholarly convention

TO THE EDITOR:

Stormtroopers in the assault on Western culture in U.S. higher education—armed with a "politically correct" academic agenda—are adopting a new tactic: They're pretending that no such curriculum exists.

If that is the case, then it must mean that my own personal experience at the American Studies Association convention in Baltimore didn't happen. Certainly there was no mention of the politicized atmosphere in Karen J. Winkler's article in the November 20 issue of *The Chronicle* ("Scholars Examine Issues of Rights in America," November 20).

At the meeting, the politically correct had almost entirely purged adjective scholarship from the program and substituted an explicitly political agenda of "social change," which included lobbying on behalf of Anita Hill.

Although the announced theme of the convention was "The Question of Rights," it was not about the history and impact of the first 10 amendments to the Constitution. Consider this sampling of panel and paper titles:

- "Righting Perversions: Sexual Disruptions in American Texts."
- "Lowriders, Gunghangers, Graffiti Writers: Freedom of Expression, the Constitution of Identity and the Struggle Over Public Meaning."
- "Resistance Literature: Rewriting American History."
- "Contemporary Puerto Rican Lesbian and Gay Writing: Towards a Literature of Transvestism."
- "The Rights of Animals and Community Rights."

Not only are the politically correct academics alive and well, but they continue to impose their own lopsided curriculum on American campuses—one of radical feminism, gay rights, and a general disdain for Western culture and values.

The tone of the sessions was no more democratic or open than that of a pre-*perestroika* Communist Party Congress in Moscow. At a film screening, I pointed out that the pro film "Color Adjustment"—which criticizes TV portrayals of blacks—excluded the conservative views of Shelby Steele and Thomas Sowell, among others. I was then jeered and heckled.

When I suggested a need for fairness and balance in the film and in the panel discussion, Patricia Turner, a professor at the University of California at Davis, said there was no need for fairness since Steele and Sowell are "not members of the American Studies Association."

In a session entitled "Radical Teacher," one professor announced that Supreme Court Justice Clarence Thomas was "very frightening" and "a sell-out working for the right." Other speakers complained that the new generation of American students in state universities was hostile to Marxism, apparently unaware that students in Moscow no longer can study Communism as a political philosophy.

Johns Hopkins University professor Walter Benn Michaels and literature panel to call William Bennett's defense of educational standards "racism without racists."...

Virginia Sanchez-Korrol, who helped design New York State's controversial multicultural curriculum, was equally blunt: "We have the power to legitimate content." Another speaker, Richard Yarborough, an English professor at the University of California at Los Angeles, called for a policy of "continued intervention . . . even if we have to mock ourselves and use surrogates to say it."

Recall George Orwell's *1984* party slogan: "Who controls the past controls the future; who controls the present controls the past."

In an effort to silence criticism, the dealers of re thinking in our universities are employing what Orwell called the tactic of "the big lie." As Orwell pointed out in a 1946 essay, doomed to failure: "Any writer who adopts the totalitarian outlook, who finds excuses for persecution and the falsification of reality, thereby destroys himself as a writer."

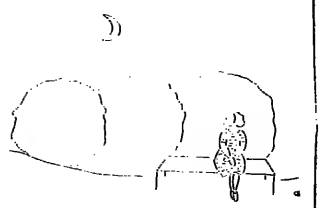
LAURENCE JAFFE
President Scholar
The Heritage Foundation
Washington

The large volume of letters to the editor of *The Chronicle* prompts this suggestion: Limit the length, where possible, to 500 words. In the competition for space, short letters must sometimes be given preference. Letters may be condensed.

Send them to: Letters to the Editor, *The Chronicle of Higher Education*, 1255 23rd Street, N.W., Washington 20037. Please include a daytime telephone number.

OPINION

SOMEWHERE IN FRANCE



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CHARLOTTE

Queens College, founded in 1857, is a private comprehensive college affiliated with the Presbyterian Church (USA) and located in Charlotte, N.C. The college includes a coeducational, residential liberal arts program and several undergraduate and graduate evening programs for working adults. Queens is located in a pleasant area of Charlotte, a lively and growing urban center. We are especially eager to receive applications from minority and female candidates.

Faculty Openings for 1992-93:

Biology: Tenure-track assistant professor. Candidate must have the Ph.D. in biology and training and interests appropriate to introductory and advanced courses for undergraduate students. Also expected to teach developmental and cellular-molecular biology. Preference to candidates with research programs in which undergraduates might participate or interest in teaching in an interdisciplinary core curriculum. Letter of application, curriculum vitae, and names of three references to: Chair, Department of Biology, Queens College, Charlotte, NC 28274.

Composition: Ph.D. in composition and rhetoric to teach freshman composition courses in integrated undergraduate curriculum and courses in writing lab. Opportunity to teach in flourishing adult evening program and in the college's new curriculum and communications programs. Prior teaching experience a plus. Letter of application, curriculum vitae, and names of three references to Professor Cathy Bowers, Chair, Composition Search Committee, Queens College, Charlotte, NC 28274.

Computer Information Systems: Tenure-track assistant professor Ph.D. in Computer Information Systems or related field preferred. Accounting background helpful. Duties include teaching all levels in CIS major. Teaching experience with CASE tools, analysis and design, and COBOL on micro-computer desired. Letter of application, curriculum vitae, and names of three references to Dr. H. Allen Maynard, Chair, Computer Information Systems Search Committee, Queens College, Charlotte, NC 28274.

Education: Two tenure-track assistant professor positions Ph.D. or Ed.D. required. First position is in elementary education and requires certification and teaching experience at the elementary level and expertise in using computers in the classroom, psychology of learning, curriculum, and student teacher supervision. Second position is in secondary education with required participation in college-wide interdisciplinary core curriculum, preferably in its non-Western concentration courses. Education courses will be in content reading, educational foundations, and supervision of student teaching. Requires secondary certification and teaching experience. Letter of application, curriculum vitae, and the names of three references to Dr. Jim Ginger, Director of Teacher Education Program, Queens College, Charlotte, NC 28274.

French: Tenure-track assistant professor, Ph.D. required. Duties include teaching all levels of French language, literatures, and civilization. Native or near-native fluency. Interest in interdisciplinary core curriculum highly desirable. Application letter, curriculum vitae, and names of three references to: Dr. Michele Shaud, Chair, Department of Foreign Languages, Queens College, Charlotte, NC 28274. To ensure full consideration, applications due by Jan. 31, 1992.

Mathematics and Computer Science: Tenure-track assistant professor. Applicant must have strong commitment to quality teaching and a demonstrated ability to teach a variety of undergraduate courses in mathematics and statistics. Ph.D. in statistics or mathematics with concentration in statistics. Application letter, curriculum vitae, and names of three references to Dr. Lesley O'Connor, Chair, Department of Mathematics and Computer Science, Queens College, Charlotte, NC 28274. Closing date: Jan. 31, 1992.

Psychology: Two tenure-track assistant professor positions. Both require the Ph.D. in psychology and demonstrated commitment to undergraduate teaching excellence. 1) Generalist with special emphasis in human cognition. Teaching responsibilities in general psychology, cognitive, and psychology of learning. May also participate in interdisciplinary core curriculum. 2) Generalist with special emphasis in developmental psychology. Teaching includes developmental and psychological testing and assessment. Additional responsibilities include developing and coordinating an internship program. Application, curriculum vitae, and names of three references by Feb. 15, 1992 to Dr. Christine Allegrati, Chair, Department of Psychology, Queens College, Charlotte, NC 28274.

Sociology: Tenure-track assistant professor, Ph.D. and teaching experience required. We seek a generalist who can teach, among other courses, social theory, gender, research methods, and urban sociology as well as participate in the integrated core curriculum. Letter of application, curriculum vitae, and three letters of recommendation to Dr. Robert Ridel, Chair, Department of Sociology, Queens College, Charlotte, NC 28274.

Accounting: The School of Business of Emporia State University seeks to fill a single-month, tenure-track accounting position available August, 1992, in the rank of Assistant/Associate Professor. Responsibilities include teaching undergraduate/graduate courses in accounting. Individuals with an interest in accounting information systems and/or Cost/Managerial Accounting are especially encouraged to apply. Position is sufficiently flexible to accommodate other accounting specialties as well as those well-qualified. ESU has 2,500 students, a Ph.D. in accounting or a DBA is desirable. Those with the equivalent of the doctorate will be considered. Certifications and demonstrated potential for scholarly research are desirable. Screening will begin February 15, 1992 and continue until position is filled. Send vitae, along with the names, addresses, and telephone numbers of at least three references to John Rich, Ph.D., Chair, Division of Accounting and Computer Information Systems, Emporia State University, Emporia, Kansas 66801-5087. ESU is an Affirmative Action, Equal Opportunity Employer. We encourage applications from members of protected classes.

Accounting: Tenure track position in Accounting beginning Fall, 1992. Applicants should have teaching and professional accounting experience, with certification (CPA or CMA). Applicants should be prepared to teach a full range of accounting courses including, but not limited to, auditing. Doctoral degree preferred. MSSC is an institution of 6,000 students with emphasis on high quality teaching undergraduate students. Ph.D. or D.B.A. in Business Administration preferred, but ABD with firm completion date may be considered. The rank will be assistant and the salary is competitive with AACSB member institutions with similar enrollment and emphasis. Send resumé with names, addresses, and telephone numbers of at least three references to James M. Drey, Dean, School of Business Administration, Missouri Southern State College, Joplin, Missouri 64801-1595. (417) 625-9319. Deadline for applications is February 15, 1992, but position will remain open until filled. MSSC is an Affirmative Action, Equal Opportunity Employer.

Accounting: Senior Internal Auditor position—Louisiana State University Medical Center. The Louisiana State University Medical Center invites applications and nominations for two Senior Internal Auditor positions. The Senior Internal Auditors will perform or assist in the performance of financial and/or operational audits at the Medical Centers in New Orleans and Shreveport, all associated clinics, immediate and group practices as assigned by the Director of Internal Audits or the Vice Chancellor for Administration and Finance. Candidates must possess a Bachelor's degree in Accounting, Business Administration, or a related field and be a Certified Internal Auditor and/or Certified Public Accountant, with a minimum of four years in internal auditing, public accounting or financial accounting. Desired qualifications include a Master's degree in Accounting, Business Administration, or related field, supervisory experience, health care and/or university auditing experience, experience in EDP auditing and experience in preparing or assisting in the preparation of reports to management; and conducting or participating in conferences with management. Salary is commensurate with experience for both positions. The LSU Medical Center is a state-supported academic health center with teaching, research and public service programs in allied health professions, dentistry, basic medical sciences, medicine and nursing. The total current fiscal expenditures for FY 91 are over $300 million. Applicants should be prepared to start by March 15, 1992 at Baton Rouge. Vice Chancellor for Administration and Finance, Louisiana State University Medical Center, 433 Bolivar, New Orleans, Louisiana 70112. LSUMC is an EEO/AA employer.

Accounting/Finance: Business Faculty Vacancy. Saint Francis College, Loretto, Pennsylvania 15940. Tenure track assistant or associate professor to teach accounting courses in addition to managerial finance. The College anticipates the vacancy to be Business Department for the 1992-93 academic year. Qualifications: MBA or M.S. in accounting or finance and experience in college teaching and/or business. CPA or CMA is a plus. Terminal degree preferred. Saint Francis College, founded in 1847, is a Catholic, coeducational liberal arts college of 1400 students sponsored by the Franciscans of the Third Order Regular. Accredited by the Middle States Association of Colleges and Schools. Saint Francis offers nursing, allied health, and business degrees, all with a strong liberal arts core. Students pursue undergraduate degrees in the humanities, natural and social sciences, education, allied health, and business. The business administration department supports over 300 full-time business majors, plus a large adult-evening program, and offers an MBA degree. Saint Francis College is located in the beautiful Allegheny Mountains of western Pennsylvania between Mt. Pleasant and Johnstown. The campus is one Aleona from Pittsburgh, and three hours from Washington, D.C. Application: Send resumé to Director of Personnel, Saint Francis College, Loretto, PA 15940. Indicate position applied for. Screening will begin immediately and continue until the position is filled. Candidates should submit a letter of application, a current resumé, the names of three references to Chair, Business Administration Search Committee, Saint Francis College, Loretto, Pennsylvania 15940. Saint Francis College is an Equal Opportunity Employer.

HURON UNIVERSITY

Huron University is a private, independent coeducational institution located in Huron, SD. It enrolls approximately 1,000 students at its campuses in Huron, SD, Sioux Falls, SD, and London, England.

CAMPUS DEAN
Tokyo, Japan Branch Campus

Responsibility: The Campus Dean will serve as the chief academic officer for Huron University's Branch Campus in Tokyo. It is anticipated that the Tokyo Branch Campus will open in 1992.

Starting Date: The preferred starting date is March 1, 1992.

Qualifications: Earned doctorate from an accredited university, minimum of 5 years of progressively responsible administrative experience in higher education. Experience in international education, fluency in Japanese is highly desirable, excellent interpersonal skills.

DIRECTOR, ESL PROGRAM
Tokyo, Japan Branch Campus

Responsibility: The Director of the ESL Program will be responsible for directing the ESL Program at Huron University's anticipated Tokyo Branch Campus which will open in 1992.

Starting Date: The preferred starting date is April 1, 1992.

Qualifications: Master's degree in TESL or Applied Linguistics, minimum of 2 years' teaching in ESL, fluency in Japanese is highly desirable.

Applications: Nominations and applications for both positions must include the following: Letter of application, resumé, names and addresses of 5 references.

Compensation: for both positions includes: A competitive salary, furnished housing, transportation to and from Japan for employee and up to three dependents, and continuing expenses. Both positions will receive standard university benefits.

All materials should be received no later than February 1, 1992. Applications and nominations should be addressed to: Dr. R. John Reynolds, President, Huron University, 333 9th Street SW, Huron, SD 57350.

The University of the West Indies
PROGRAMME CO-ORDINATOR OFFICE OF ACADEMIC AFFAIRS

Applications are invited for the post of Programme Co-ordinator, Office of Academic Affairs, located at the Cave Hill Campus. Under the direction of the Pro-Vice-Chancellor (Academic Affairs), the person appointed will play a catalytic role in stimulating review of policies, programmes, procedures relevant to the enhancement of academic records of postgraduate training and research programmes, strengthening and expansion of postgraduate training and research programmes, coordinating activities related to the establishment of the UWI Press. He/she will be expected to work closely with the University Finance and Committees under the chairmanship of the PVC Academic Affairs.

Candidates should have a postgraduate degree in education, public administration or social sciences, good communication skills and at least five (5) years' experience, preferably at an educational institution. The appointment will be for three (3) years in the first instance, and will carry the level of Senior Assistant Registrar. Duties to be assumed no later than 1 March 1992.

Please send applications (three copies) with names and addresses of three (3) referees to: The University Registrar, Attn: Assistant Registrar (Centre), The University of the West Indies, Mona, Kingston 7, Jamaica, West Indies, from whom details on salary and fringe benefits relevant to the post are available. Closing date for applications: 31 January 1992.

University of Rochester
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The University of Rochester, Graduate School of Education and Human Development, invites applications for two tenure-track positions at the rank of Assistant Professor.

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Teaching of English As A Second Language (TESOL): Teaching in TESOL methods and second language acquisition theory, supervising practicum, and teaching two additional courses in an area of interest, such as multicultural education, urban education, foundations of language learning, and psychoLinguistics.

Send letter of interest, curriculum vitae, at least three letters of reference, and sample publications to Professor Tyll van Geel (Educational Administration Position) or to Professor David Hunsaker (TESOL Position), Search Committee, Graduate School of Education and Human Development, University of Rochester, Lattimore Hall, Rochester, New York 14627. Application deadline is March 1, 1992. Affirmative Action, Equal Opportunity Employer.

OPENINGS FOR ESL/EFL INSTRUCTORS AT THE INSTITUTE OF PUBLIC ADMINISTRATION SAUDI ARABIA

The IPA, a government-sponsored institution for administrative development, is located in Riyadh and has branches in Jeddah and Dammam. All three locations offer substantial English language programs with a variety of extensive and semi-intensive courses in General English and English for Special Purposes. A Women's Branch is also located in Riyadh. While most courses for men and women begin yearly in September, applications are accepted throughout the year.

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Applicants should send a covering letter, a curriculum vitae and photocopies of degrees, diplomas, certificates of experience, letters of reference or testimonials and other supporting documents to:

The Director, English Language Center
Institute of Public Administration
RIYADH 11141 SAUDI ARABIA
Telephone 011 476-7007 FAX 011 479-2136

THE BRITISH LIBRARY

Director of Special Collections

c36k+

Applications are invited for the post of Director of Special Collections to be appointed from July 1992.

The Director is a member of the senior management team reporting to the Director General of London Services, and is responsible for the management of the Manuscripts, Maps, Prints, Philatelic, Oriental and India Office collections of the British Library.

The Director will preferably have a good knowledge and high academic qualifications in an appropriate discipline. He or she will also have proven strong administrative, professional leadership in the professional community in matters relating to special collections and promote the scholarly work of the Library. The Director will have experience of management at senior level, and be expected to provide leadership and motivation to a large team of specialist staff.

The Director will be expected to play full part in the forward planning of The British Library London Services, and in particular in the future development of the Special Collections in the new British Library building in St Pancras.

Candidates should be able to travel worldwide when required to meet the Director General.

For further information telephone Mrs Marion Chapman on 071-323 7513
For an application form telephone 0937 546261/546280 or write to The British Library, Personnel, Room 50, Westmorland Road, London NW9 7BY. UK Closing date 7 February 1992

THE BRITISH LIBRARY IS AN EQUAL OPPORTUNITY EMPLOYER

Hill Community College is an EEO/AA employer. Applications from women and minorities are encouraged.

Administrative Director of Admissions. Shelton Jackson College is a church related, multicultural college of the liberal arts and sciences located on the shores of the north Pacific City of Sitka, Sonoma County, Alaska. Currently, 348 students enroll in six undergraduate degree fields of study. The Director of Admissions will be responsible for sustaining enrollment growth to 300 FTE through effective strategies of recruitment and marketing. A vehicle with an earned master's degree in Student Personnel or Marketing is preferred. Baccalaureate degree required. Previous professional experience in admissions at a small liberal arts college is desirable. Management of a successful recruitment program and experience in creating a multicultural student population is required. Salary will be commensurate with experience. Nominations and applications will be received through February 22, 1992. Interviews will have commenced by March 1. Nominations and applications should be directed to: Dr. Michael Anthony Johnson, Mr. Peter Jones, President, Shelton Jackson College, 1000 Lincoln Street, Sitka, Alaska 99675. Shelton Jackson College provides equal employment opportunity and does not discriminate against any employee or applicant for employment because of race, color, religion, national origin, handicap, age, or sex.

Admissions: Indiana University at Kokomo, Director of Admissions. The Kokomo campus of Indiana University (IUK) seeks qualified candidates for the position of Director of Admissions. The position is one of two full-time secretarial administrative specialists and reports directly to the Vice-Chancellor of Student Services. The Kokomo campus has experienced steady growth in the last five years, with new admits increasing 25% annually. Total FTE enrollment was 3,196 full- and part-time students in the Fall 1991 semester. All students are commuters and a large percentage are working adults over age 25. Division responsibilities include recruitment from high schools and business, coordination of cooperative scholarship applications, evaluating transfer credits, supervision of the Upward Bound program, supervision of staff, and maintenance of a supportive environment for student success and enthusiasm for institutional mission. Candidates should possess a bachelor's degree in a related field, demonstrated experience in a student-centered environment, and a minimum of two years' experience in a supervisory capacity. Demonstrated ability to work with a diverse student population is required. Salary will be commensurate with experience. Nominations and applications will be received through February 22, 1992. Interviews will have commenced by March 1. Nominations and applications should be directed to: Dr. Michael Anthony Johnson, Mr. Peter Jones, President, Shelton Jackson College, 1000 Lincoln Street, Sitka, Alaska 99675. Shelton Jackson College provides equal employment opportunity and does not discriminate against any employee or applicant for employment because of race, color, religion, national origin, handicap, age, or sex.

Agricultural Economist: Assistant Professor and Extension Specialist, Ph.D. Doctoral degree preferred. Extensive experience in extension, research, experience in extension management and research, extensive knowledge of Illinois agriculture required. Contact: Dr. Robert King, Department of Agricultural and Consumer Economics, 1101 Bevier Hall, 1206 CGB, University of Illinois, 1301 West Gregory Drive, Urbana, IL 61801. Applications must be postmarked by February 17, 1992. Women and minorities are especially encouraged to apply.

Anthropology: Anthropology and Sociology, Lincoln Christian University, has a position in the anthropology area to begin September, 1992. Responsibilities include teaching anthropology at the undergraduate level, with a variety of course offerings. Ability to teach four courses per semester is required. Ph.D. in Anthropology or related field is required. Applicants must be committed to a Christian worldview. Salary and benefits are competitive. Send letter of application, vita, and the names and addresses of three references to: Mr. Shirley Hoover, Director of Personnel, Lincoln Christian College, 200 E. Pine, 2300 South Washington, Lincoln, IL 62656-2696. Lincoln Christian College is an Affirmative Action, Equal Opportunity Employer.

Agricultural Economics: Assistant Professor and Extension Specialist, Ph.D. Doctoral degree preferred. Extensive experience in extension management, experience in extension and research, extensive knowledge of Illinois agriculture required. Contact: Dr. Robert King, Department of Agricultural and Consumer Economics, 1101 Bevier Hall, 1206 CGB, University of Illinois, 1301 West Gregory Drive, Urbana, IL 61801. Applications must be postmarked by February 17, 1992. Women and minorities are especially encouraged to apply.

Agricultural/Environmental Studies: Director, Wise Center for Resource Management, Wise University, College of Arts and Sciences. Resource Management Center is a 1,000 acre farm and ranch operationally 25 faculty positions in four areas of agriculture, natural resource management, technology, agricultural ecologists, landscape architecture, natural resources and agricultural economics. Undergraduate, master's and doctoral programs are offered. The Director is responsible for the management of the farm, ranch, faculty and teaching assistants, and for the development of the facilities. Ability to work with faculty and students and to develop a strong program is required. Ph.D. or equivalent terminal degree in a discipline relevant to the Division, demonstrated ability to produce quality research and creative activity sufficient to support tenure, and ability to administration are required. Experience in a land-grant environment is preferred. Salary is competitive. Send letter of application and names of three references to Barton S. Lee, Chair, Search Committee, Wise University, P.O. Box 6106, Morgantown, West Virginia 26506-6106. Applications must be received by February 28, 1992. Women and minorities are encouraged to apply.

Anthropology: Anthropology and Sociology, Lincoln Christian University, has a position in the anthropology area to begin September, 1992. Responsibilities include teaching anthropology at the undergraduate level, with a variety of course offerings. Ability to teach four courses per semester is required. Ph.D. in Anthropology or related field is required. Applicants must be committed to a Christian worldview. Salary and benefits are competitive. Send letter of application, vita, and the names and addresses of three references to: Mr. Shirley Hoover, Director of Personnel, Lincoln Christian College, 200 E. Pine, 2300 South Washington, Lincoln, IL 62656-2696. Lincoln Christian College is an Affirmative Action, Equal Opportunity Employer.

UNIVERSITY OF GUAM
COLLEGE OF EDUCATION

The Department of Foundations and Educational Research continues to solicit applications for the following tenure or non-tenure track, full time position (nine, two, or three year appointment).

ASSISTANT TO ASSOCIATE PROFESSOR
(FOUNDATIONS & EDUCATIONAL RESEARCH)
SEARCH CONTINUED

DUTIES: To teach graduate and undergraduate courses in the sociocultural and/or technological foundations of education and participate in the development of a program of studies in computer education appropriate to the needs of Guam and Micronesia.

EDUCATION AND EXPERIENCE: *Required:* Earned doctorate in relevant field of education from a U.S. accredited institution. ABD may be considered if a doctorate will be conferred before the schedule date of hire (9/92). Professional experience in education at the elementary or secondary level. *Desired:* Coursework in sociocultural foundations of education and educational technology. Experience in multicultural or cross-cultural settings; experience in computer and technological education.

The College of Education at the University of Guam is a dynamic college with an enthusiastic faculty actively working with schools in Guam and Micronesia in research and technical assistance. The College offers several degree programs, serving approximately 500 students. The student corps includes multicultural, multilingual representation from the Western Pacific and Asia as well as the mainland United States. The teaching areas of the college are: Elementary, Secondary, Bilingual, Special Education, Early Childhood, Reading Education, Educational Foundations, Library Sciences and Counseling.

SALARY: Salary will be commensurate with qualifications and experience relevant to the position. The following salary figures are for nine (9) months:
Assistant Professor $34,307.00 (50.76% COL) per academic year
Associate Professor $39,300.00 (58.20% COL) per academic year
Limited travel and moving expenses provided, benefits including medical and life insurance, optional Government of Guam retirement plan, etc.

APPLICATION DEADLINE: Completed applications must be postmarked no later than February 28, 1992 to receive the full consideration of the Committee.

Requests for official application forms, updated resumé or curriculum vitae, official unofficial degree transcripts (sent directly from awarding institution), and unofficial copies of undergraduate degrees, and names of references to be contacted should be sent to Dr. Jane O Cruz, COE Search Committee, c/o Personnel Services, Dedeko, University of Guam, UOG Station, Mangilao, Guam 96923. For more information, call (671) 734-2432, 734-9109, or call Dr. John Rider toll free at 1 800 921 9233. EEO/AAE.

OCCIDENTAL COLLEGE

Occidental College invites applications for the E. P. Clapp Distinguished Professorship in Politics. The professorship was established with a generous endowment by Elizabeth McHenry Clapp, Class of 1929, and Horton Clapp, Class of 1927, in memory of their father, a Pasadena physician and member of the Occidental Board of Trustees for thirty-eight years.

It is expected that the appointee will have a distinguished record in the study of U.S. governmental/public policy. The incumbent's teaching, research and publications should focus on approaches to improving ethical and moral institutions, practices, or policies; on how institutions and influences from areas such as the media, immunity and class barriers, conflict processes, and feminist politics. Consideration for tenure will be negotiated prior to appointment. The initial appointment will be for a one- or four-year period with renewal possible by mutual consent.

Applications are invited from persons both inside and outside the field of Political Science. The interests of candidates in policy and communal institutions may involve U.S. domestic or foreign policies, the Executive, the courts, Congress, state and local governments, and/or processes and influences on policymaking.

Occidental College is an EO/AA employer which encourages applications from women and minority candidates. A faculty of 115 teaches 1,940 undergraduates and interacts frequently with the intellectual communities centered at the Huntington Library, Caltech, the Rand Corporation and elsewhere in Southern California. Located ten minutes from downtown Los Angeles and equally short distance from Pasadena, the campus is close to a wide variety of cultural and athletic events.

Salary and rank will be commensurate with experience and qualifications. The Search Committee will begin reviewing applications and nominations from April 15, 1991. Please send a letter of application/nomination, a curriculum vitae, and the names of three referees to:

Prof. Larry T. Caldwell
E. P. Clapp Search Committee
Department of Politics
Occidental College
1600 Campus Road
Los Angeles, CA 90041

Candidate is expected to teach inbounds and instruct in pointe, tap, and dance or other foundation classes in a comprehensive set and dance department. MFA is preferred, evidence of exhibitions, and successful college teaching experience is required. Send letter of application, vita, by March 16, 1992. Send letter of application, vita, resumé, three letters of recommendation, and a least 20 slides of representative work to: Prof. Louis E. Bunday, Director, Russian Studies, Drew University, Madison, NJ 07940; Phone (201) 408-3330; Fax (201) 408-3788. AA/EOE.

DREW UNIVERSITY
RUSSIAN AREA STUDIES
Economics, History, or Sociology

Assistant Professor, tenure-track position, beginning Fall 1992. Appointment in Department of Economics, History, or Sociology, depending on specialty with responsibilities also in Russian Area Studies Program. Ph.D. required; experience and close scholarly research interest in the economics, history, or sociology of Russia and the Soviet Union (Commonwealth of Independent States).

Responsibilities: teaching courses in Russian Area Studies specialty; some involvement in introductory Russian Area Studies course; other teaching in field (open); participation as member of Russian Area Studies Committee in program development and management; contribution with other faculty on campus-wide multi-cultural education. Salary competitive depending upon experience. Women and minorities encouraged to apply. Send vita and three letters of recommendation by February 28, 1992 to: Prof. Louis E. Bunday, Director, Russian Studies, Drew University, Madison, NJ 07940; Phone (201) 408-3330; Fax (201) 408-3788. AA/EOE.

Applications/Environmental Studies: Director, Wise Center for Resource Management, Wise University, College of Arts and Sciences. Resource Management Center is a 1,000 acre farm and ranch operationally 25 faculty positions in four areas of agriculture, natural resource management, technology, agricultural ecologists, landscape architecture, natural resources and agricultural economics. Undergraduate, master's and doctoral programs are offered. The Director is responsible for the management of the farm, ranch, faculty and teaching assistants, and for the development of the facilities. Ability to work with faculty and students and to develop a strong program is required. Ph.D. or equivalent terminal degree in a discipline relevant to the Division, demonstrated ability to produce quality research and creative activity sufficient to support tenure, and ability to administration are required. Experience in a land-grant environment is preferred. Salary is competitive. Send letter of application and names of three references to Barton S. Lee, Chair, Search Committee, Wise University, P.O. Box 6106, Morgantown, West Virginia 26506-6106. Applications must be received by February 28, 1992. Women and minorities are encouraged to apply.

Anthropology: Anthropology and Sociology, Lincoln Christian University, has a position in the anthropology area to begin September, 1992. Responsibilities include teaching anthropology at the undergraduate level, with a variety of course offerings. Ability to teach four courses per semester is required. Ph.D. in Anthropology or related field is required. Applicants must be committed to a Christian worldview. Salary and benefits are competitive. Send letter of application, vita, and the names and addresses of three references to: Mr. Shirley Hoover, Director of Personnel, Lincoln Christian College, 200 E. Pine, 2300 South Washington, Lincoln, IL 62656-2696. Lincoln Christian College is an Affirmative Action, Equal Opportunity Employer.

Star Search

North Harris Montgomery Community College District is now accepting applications to fill anticipated new faculty positions. This is a unique opportunity for outstanding instructional leaders to continue their professional development and gain further recognition for their scholarship and teaching skills while working with NHMCCD's exceptional team of innovative faculty stars and administrative leaders.

NHMCCD comprises three colleges (North Harris, Kingwood and Tomball) located in a 751 square mile area in north Houston, Texas. A fourth college, Montgomery College, is scheduled to open in 1995. The District currently enrolls 18,000 credit and 30,000 community education students. NHMCCD is recognized for the quality of its educational program and is considered a leader in technological innovation.

Listed below are anticipated positions and qualifications of the ideal candidates. All positions are subject to budgetary approval by the NHMCCD Board of Trustees. Teaching assignments may include day, evening, and weekend classes. Junior/Community College teaching experience is desired.

All positions are nine-month contracts subject to renewal, unless otherwise specified. The positions listed below require a master's degree with 18 graduate hours in teaching discipline.

Accounting/Business/Economics
Biology
Developmental Studies/English
English
History/Government
Mathematics
Physical Education
Spanish/French

Positions with special requirements include:

Art—Must be qualified to teach art history, art appreciation, and studio classes. Experience in planning and presenting shows. Program builder and advocate for arts in the college and community.

Associate Degree Nursing—Must have current license to practice in Texas.

Child Care and Development—Associate degree in child care and development, or a relevant baccalaureate or graduate degree, and experience in the field.

Counseling—Previous counseling experience in a community college setting is preferred. (12 month)

Computer Information Systems—Minimum 3 years relevant experience in the computer industry in the PC environment. Master's degree in computer science preferred.

Drafting—Experience in computer-assisted drafting (AutoCad and VersaCad); bachelor's degree in industrial or technical education; master's degree preferred.

Emergency Medical Service Technology—Bachelor's degree in health related field or education and certification to practice as an EMT-Paramedic, EMS-Instructor, and EMS-Examiner in Texas.

Librarian—MLS required; OPAC experience preferred, and in reference, circulation, end user or instruction, database searching, collection management. (12 month)

Mathematics/Physics—Needs 18 graduate hours in both mathematics and physics.

Office Administration—Bachelor's degree in business relations field.

Retention Specialist—Faculty rank position. Need community college counseling or teaching experience. (12 month)

Sociology/Psychology—Graduate degree in sociology and 18 hours in psychology or philosophy. Ability to teach statistics.

Speech/Drama—Experience in teaching forensics, drama, and public speaking. Program builder and advocate of arts in the college and community.

Veterinary Technology—Prefer candidates who also qualify to teach biology. Minimum of one year of practice and teaching experience desired.

Applications should include a cover letter describing how the applicant meets the qualifications of the position, a current résumé and the names, addresses and telephone numbers of five referees. Send to:

Faculty Search
Personnel
North Harris Montgomery Community College District
250 N. Sam Houston Parkway East
Houston, Texas 77060

Formal screening of applicants will begin Feb. 17, 1992. Appointment to the faculty for the Fall 1992 term will be ratified by the NHMCCD Board of Trustees at their May 1992 meeting.

NORTH HARRIS MONTGOMERY COMMUNITY COLLEGE DISTRICT
Equal Opportunity Education

UTEP

THE UNIVERSITY OF TEXAS AT EL PASO

The University of Texas at El Paso
COLLEGE OF EDUCATION
Six Tenure-Track Positions

The second oldest institution in the University of Texas System, UT El Paso is the largest Hispanic majority institution in the United States with 17,000 students.

One of six colleges (plus a graduate school), the College of Education offers a variety of graduate programs and an undergraduate interdisciplinary studies degree program in the areas of teacher education, educational psychology and special services, educational leadership and foundations, and kinesiology and sports science.

READING EDUCATION: ASSISTANT PROFESSOR
Teach, advise, and engage in scholarship in developmental and remedial reading in elementary/middle or middle/secondary school (especially as related to reading education for persons whose primary language is not English). Collaborate with local schools and participate in field-based programs.

BILINGUAL EDUCATION: ASSISTANT PROFESSOR
Teach, advise, and engage in scholarship in bilingual education and English as a second language, especially as related to education in the early grades. Collaborate with local schools and participate in field-based programs.

SCHOOL PSYCHOLOGY: ASSISTANT PROFESSOR
Teach, advise, and engage in scholarship in human development and assessment (especially as appropriate for identifying exceptional learners). Collaborate with local schools and participate in field-based programs.

COUNSELOR EDUCATION/COUNSELING PSYCHOLOGY:
ASSISTANT OR ASSOCIATE PROFESSOR
Teach, advise, supervise, and engage in scholarship in school and community counseling, especially as related to practice appropriate in a multicultural setting.

KINESIOLOGY/EXERCISE SCIENCE:
ASSISTANT OR ASSOCIATE PROFESSOR
Teach, advise, and engage in scholarship in kinesiology/exercise science. Collaborate with other departments/colleges and local agencies.

KINESIOLOGY/EXERCISE SCIENCE:
ASSOCIATE PROFESSOR/PROFESSOR (PROGRAM DIRECTOR)
Teach, advise, and engage in scholarship in kinesiology/exercise science. Provide leadership in cognate facilities and in program development. Collaborate with other departments/colleges and with other agencies, including local schools.

Qualifications for each of these faculty positions include an earned doctorate in the respective field, or equivalent (A degree in a specific area of exercise science—e.g., exercise physiology, motor development, biomechanics, sports psychology—is expected for the kinesiology positions). Other qualifications are practical experience in the field (3 years minimum in a public school for the reading, bilingual and school psychology positions); school setting experience preferred for counselor position; record/potential for scholarship, especially aimed at improving professional practice; ability to work collaboratively with other professionals, including the public schools; and understanding/sensitivity for working in a multicultural setting. Prior administrative or related leadership experience required for Program Director position. Expertise in the use of technology preferred.

Date of Appointment: September 1, 1992.

Applications: Applicants should send a letter of application, current résumé, contact information for three references, and informal copy of transcript to:

Dr. Jon M. Engelhardt, Dean
College of Education
University of Texas at El Paso
El Paso, Texas 79968-0569
(915) 747-5572

The University of Texas at El Paso is an Affirmative Action, Equal Opportunity Employer.

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assist in program development. Salary negotiable, application deadline March 15, 1992. Submit application, résumé and 10 slides of own work to Personnel Services, Northeastern State University, Tahlequah, Oklahoma 74464. EOE/AA.

Art History: Art Historian, Rochester Institute of Technology, Image(s) of Artist/Artist Professor, tenure-track, beginning September, 1992. Salary and benefits competitive. Specialist in European modernism to teach lower division introductory visual arts course as well as upper division and occasional graduate courses in area of specialty. Must be committed to undergraduate education, teaching excellence desirable. Ph.D. (A.B.D. considered) or M.F.A. with proven background in art history required. Send letter of application, curriculum vitae, and three letters of recommendation that address teaching ability. Application deadline February 28, 1992. R.I.T. is an equal opportunity, affirmative action employer looking for individuals with an ability to contribute meaningful ways to the Institute's commitment to cultural diversity and pluralism. Professor Ted Leet, College of Liberal Arts, One Lomb Memorial Drive, Rochester, New York 14623.

Art/Painting: Tenure-track line. Assistant Professor to teach all levels of painting. Interest in teaching 3-D courses desirable. MFA required, teaching and exhibition record preferred. Salary commensurate with qualifications. Deadline: February 28, 1992. Materials should include: vita, 20 slides of recent work, 10 slides of student work, 3 letters of reference, letter of application, official transcripts, self-addressed stamped envelope. Send to Tom Rippon, Department of Art, University of Montana, Missoula, Montana 59812. Equal Employment Opportunity. Affirmative Action Employer.

Athletics: MacMurray College, a private United Methodist liberal arts college, invites applications for a tenure track position in the physical education department and women's athletics. Responsibilities include head women's basketball coach including recruiting, scheduling, coaching and teaching. Probable courses: Physiology of Exercise, Secondary Physical Education Methods, Personal and Community Health, Health Fitness, and Adapted Physical Education. Experience with intramurals a plus. Minimum requirements: Master's degree and some teaching and coaching experience. Send letter of application, vita, three letters of recommendation, and graduate transcripts by February 7, to: Dr. Jim Gooding, Vice President for Academic Affairs, MacMurray College, Jacksonville, Illinois 62650. AA/EOE.

Automotive Technology: Instructor, McHenry County College, a comprehensive community college located in northern Illinois, is seeking qualified applicants to fill the position of Automotive Technology Instructor. Position will begin teaching and coordinating responsibilities for the college's newly formed Automotive Program. Minimum qualifications include a combination ASE certification and related work experience. Education qualifications vary, interested candidates, please call the Personnel Office for further details about this position, qualifications and for additional procedures: 815-455-8737. Employment date May 1, 1992. Application deadline February 14, 1992. Women and minorities are encouraged to apply.

Biochemistry: The Department of Chemistry of University of Toronto invites applications for a tenure track Assistant Professor appointment beginning September 1, 1992, subject to final budgetary approval. The successful candidate will be expected to teach Biochemistry, lecture and lab, and General Chemistry with laboratory to a total of 15 contact hours/week. Ph.D. required. Salary range: $27,540 plus possible additional benefits through Summer teaching. Send résumé and three letters of reference to: Professor John Vitkovitch, Chairman, Search Committee, Chemistry Department, UTM, 3359 Mississauga Road, Mississauga, Ontario, Canada L5L 1C6. Deadline: March 15, 1992. EEO/AA Employer. Federal Law requires compliance with the Immigration Reform Control Act of 1986.

Biological Sciences Instructor, temporary full-time to begin August, 1992. Teach introductory biology, supervise laboratory coordinator and participate in course improvement. Ability for interdisciplinary biology program, Ph.D. preferred. Submit résumé by March 1, 1992 to: Dr. Reginald Noble, Chair, Department of Biological Sciences, Bowling Green State University, Bowling Green, Ohio 43403. AA/EOE.

Biological Sciences: Mansfield University of Pennsylvania seeks to fill two full-time, tenure-track faculty positions in the Biology Department. Position #-256: Immunology/Microbiology. Position #-257: Vertebrate Biology. Ph.D. required. Vertebrate Anatomy, Ecology, and Microbiology from applicant could also involve work in lower division. Commitment to teaching excellence is required. Mansfield University is a comprehensive institution with a strong undergraduate focus. Dedication to teaching is of paramount importance. Send letter of application, curriculum vitae, and three letters of recommendation to: Dr. Gordon Snyder, Chairperson, Search Committee, Biology Department, Mansfield University, Mansfield, Pennsylvania 16933. Review of applications will begin February 28, 1992. Mansfield University is an Affirmative Action Employer and encourages the applications of women, minorities, and the handicapped.

Biology: Gardner-Webb College is seeking a Ph.D. in biology to teach microbiology and genetics. Successful candidate must hold a current secondary teaching certificate and will serve as advisor to biology majors seeking teacher certification. Other duties may include coordination of annual biology intersession, assisting with laboratory, maintaining and setting up frames between Department of Natural Sciences and Department of Mathematics. Send curriculum vitae and arrange to have three letters of reference and transcripts of all graduate work be sent by February 28 to: Dr. Jerry Anderson, Associate Vice President and Dean of Academic Affairs, Box 926, Gardner-Webb College, Boiling Springs, North Carolina 28017. Gardner-Webb College is a Baptist College affiliated with the Baptist Convention of North Carolina and employs approximately 150 faculty members. We do not discriminate against persons with a sincere belief in the value system of the Christian church. EOE.

Biology: Secondary Education Biology Specialist, West Chester University of Pennsylvania has a tenure-track Assistant Professor position beginning Fall, 1992. Requirements are an earned Doctorate in Biology or Science Education, and demonstrated teaching excellence. Ability to teach Biology at the secondary level, teaching experience in secondary education, and a strong commitment to secondary education are preferred. Competitive salary and benefits package. Applicants should be recorded by Educational Testing Service, Princeton, NJ 08541 (609-771-7231). Screening begins March 1, Equal Opportunity, Affirmative Action Employer.

Biology: Tenure-track faculty position. Molecular Biologist. Responsibilities include teaching molecular biology undergraduate, introductory biology for majors, microbiology and other courses as additions to developing an undergraduate program which involves undergraduate student in experiments involving recombinant DNA. Ph.D. Physiologist. Responsibilities include teaching an upper-division course on physiology for majors, human anatomy and physiology for allied health majors, and other courses as interest and candidate's qualifications as well as needs of department and program dictate. Ability to teach introductory biology required. Send letter of application with telephone number, curriculum vitae, and three letters of recommendation and supporting documents. Review of applications will begin February 15, 1992. Appalachian State University is an Affirmative Action/Equal Opportunity Employer and is committed to diversity among its faculty, students, staff and curriculum. Women and minorities are strongly encouraged to apply. Send cover letter, résumé, and send all supporting materials to: Biology Search Committee, SCAQ, P. O. Box 3146, Boone, North Carolina 28608. Appalachian State University is an equal opportunity employer and a campus of the University of North Carolina system.

UT

The University of Tennessee at Martin is one of four primary campuses of The University of Tennessee. It is located approximately 100 miles north of Memphis and 145 miles west of Nashville. The campus has a combined graduate and undergraduate enrollment of 5,694. The emphasis of the campus is solidly on excellence in undergraduate instruction. We seek candidates who can demonstrate a similar commitment.

Assistant Professors in a basic BSN Program. The Department of Nursing presently has openings for three Assistant Professors. Master's degree in Nursing required, prefer earned doctorate and BSN teaching experience. Preferred areas of specialty: Maternity, Pediatrics, Community Health, Nursing Administration or Adult Health. Rank and salary commensurate with responsibilities, qualifications, and experience. Fringe benefits. Must demonstrate clinical nursing and teaching ability, be eligible for licensure as RN in Tennessee, and be able to communicate effectively with students and peers. Application review to begin February 3, 1992, and continue until positions are filled. Mail information listed below to: Search Committee Chair, Department of Nursing.

Assistant Professor of Art. Tenure track appointment commencing Fall 1992. Art Education, 3-dimensional studio courses (sculpture, ceramics, 3-dimensional design, crafts, jewelry, etc.). M.F.A. preferred (possibly M.A. with a Ph.D. or Ed.D.) with K-12 teaching experience and graduate work and producing artist in 3-dimensional media. Previous college art teaching desirable. Eligible to teach art education courses, supervise student teachers, provide outreach to K-12 visual art programs, etc. Review of applications will begin February 15, and will continue until position is filled. Mail information listed below to: Dr. Earl Norwood, Director, Division of Fine and Performing Arts, 102 Fine Arts Building.

Assistant Professor of Music and Assistant Director of Bands. Ten-month academic year, tenure track appointment commencing Fall, 1992. Teaching areas—Woodwinds. Doctorate preferred. Studio specialty in woodwinds (clarinet preferred) and successful experience as a band director. Additional qualification in music theory desirable. Teach studio woodwinds and assist the Director of Bands in all phases of the band program. Review of applications will begin February 15, 1992, and will continue until position is filled. Mail information listed below to: Dr. John Dougherty, Chairman, Department of Music, 232 Fine Arts Building.

Interested candidates should send letter of application, résumé, and the names, position titles, and addresses of three references to. Each individual department listed. The University of Tennessee at Martin, Martin, TN 38238.

The University of Tennessee at Martin is an Affirmative Action, Equal Opportunity Employer. We are particularly interested in receiving nominations of and applications from women and minority candidates.

EEO/AA/TITLE IX/SECTION 504/ADA EMPLOYER

LIBRARY SCIENCE EDUCATION
(School Librarianship, K-12)
SEARCH EXTENDED

Faculty position in single purpose Library Science program leading to M.L.S. degree and certification in School (K-12) Librarianship. M.L.S. degree and doctorate required. Doctorate in Library Science preferred. Applicants with doctoral degree in allied education field will be considered. Rank and salary commensurate with experience. Applicant must have experience teaching in a school (K-12) media center/library. Applicant should be qualified and willing to teach core library science courses and supervise interns. Send résumé, all graduate transcripts and letter of reference postmarked by February 29, 1992, to: Dr. LINDA VELTZE, SEARCH COMMITTEE, LIBRARY SCIENCE, REGIONAL COLLEGE OF EDUCATION, APPALACHIAN STATE UNIVERSITY, BOONE, NORTH CAROLINA 28608. Appalachian is an equal opportunity employer and a campus of the University of North Carolina system.

Professor of Video
9-Month Salary: $33,000

The Savannah College of Art and Design seeks applicants for a full-time faculty position in an expanding video department, beginning September 1992. The College offers BFA and MFA degrees in video and other visual arts and music programs. Applicants must have experience in all aspects of video production with teaching experience preferred at the college level. Women and minorities are encouraged to apply. Send cover letter, résumé, and reel of samples to: Video Search Committee, Search Committee, SCAQ, P. O. Box 3146, Savannah, Georgia 31402. AA/EOE.

Golden Gate University
San Francisco
Tenure Track Faculty Position
Department of Management

Golden Gate University invites applications for a new full-time, tenure track faculty position beginning with the 1992-93 academic year.

Will develop curriculum, evaluate and teach eight undergraduate and graduate courses for two of the three semesters offered annually by the University. The position is based in San Francisco, but applicants should be able to teach at several Bay Area locations.

Qualifications include: Demonstrated teaching experience in strategic management and university-level teaching. An earned doctorate and industry experience of the policy-making level is strongly preferred; MBA degree in addition to an earned doctorate is preferred. Position will carry the academic rank of Assistant or Associate Professor depending on qualifications.

Starting salary ranges: $40,000-$55,000/year.

Closing date: March 15, 1992

Full consideration will be given to all applications received by closing date. However, the position will remain open until filled.

Please send letter of application & curriculum vitae to:

H. Barnes
Personnel Department
Golden Gate University
536 Mission Street
San Francisco, CA 94105
An Equal Opportunity Employer

GOLDEN GATE UNIVERSITY FOUNDED 1901

CHAIRPERSON
Department of Electrical Engineering
UNIVERSITY OF MARYLAND AT COLLEGE PARK

Applications and nominations are invited for the position of Professor and Chairperson of the Department of Electrical Engineering. Candidates will have an earned doctorate in electrical engineering or a closely related field, strong leadership ability, a proven research record, and a commitment to excellence in undergraduate education.

The Electrical Engineering Department consists of 60 faculty at the College Park campus and 8 faculty at the neighboring Baltimore County campus. Its faculty include 20 fellows of the IEEE and APS, and 9 PYI's. Annual degree production averaged about 250 BS, 100 MS, and 30 PhD's last year. Its sponsored research exceeded $1.1M, in areas such as circuits, communications, computers, networks, electronics, and microelectronics.

Applications and nominations should be sent to:

Dr. Ronald F. Cornell
Chair, Search Committee
Department of Mechanical Engineering
College Park, MD 20742

Applications received prior to Feb. 21, 1992 will receive first consideration.

THE UNIVERSITY OF MARYLAND IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

Indian Administration: Quantitative Business Analysis. Faculty position for evening MBA program. Responsibilities include teaching courses in Quantitative Methods, Operations Research, Information Systems, and Enterprise Science. The position requires a Ph.D. in Operations Research or related field. Successful candidate will have demonstrated ability to teach at the graduate level is required. Professional business experience is desirable. Palm Beach Atlantic College is a faith-related, non-denominational college with an enrollment of approximately 1,500 students. Send letter of application, résumé, and the names of three references by March 1, 1992, to Lee Hash Vice President for Academic Affairs, Palm Beach Atlantic College, Box 2035, West Palm Beach, Florida 33402.

Indian Administration: Management Science position, for evening MBA Program. Responsibilities include teaching courses in Operations Management, Management Science, and Marketing. The position requires a Ph.D. in DBA with related course emphasis in Operations Management. Business experience at the MBA level is required. Palm Beach Atlantic College is a faith-related, non-denominational college with an enrollment of approximately 1,500 students. Send letter of application, vita, transcripts, and names, addresses, and phone numbers of three references by March 1, 1992, to: Dr. Lee Hash, Vice President for Academic Affairs, Palm Beach Atlantic College, Box 2035, West Palm Beach, Florida 33402.

Indian Administration: Current Fiscal Crisis. Applications for this position will be accepted from all fields of study. Responsibilities include teaching undergraduate and graduate courses in such fields as management, marketing, and economics. Successful candidate must have a university teaching experience required, with Ph.D. or ABD. A successful candidate will have a national reputation. Candidates must be flexible and willing to teach at night. Demonstrated administrative experience required. Palm Beach Atlantic College is a faith-related, non-denominational college with an enrollment of approximately 1,500 students. Send letter of application and résumé to: Professor Ronald Fortenbaugh, Dean, College of Business, P. O. Box 2035, West Palm Beach, Florida 33402.

Indian Administration: Current Fiscal Crisis. Applications for this position will be accepted from all fields of study. Responsibilities include teaching undergraduate and graduate courses in such fields as management, marketing, and economics. Successful candidate must have a university teaching experience required, with Ph.D. or ABD. A successful candidate will have a national reputation. Candidates must be flexible and willing to teach at night. Demonstrated administrative experience required. Palm Beach Atlantic College is a faith-related, non-denominational college with an enrollment of approximately 1,500 students. Send letter of application and résumé to: Professor Ronald Fortenbaugh, Dean, College of Business, P. O. Box 2035, West Palm Beach, Florida 33402.

COLLEGE MISERICORDIA
Lake Street
Dallas, PA 18612

College Misericordia has the following FACULTY POSITIONS available for Fall, 1992:

BIOLOGY - [Box 110]

Tenure track positions at assistant/associate rank. Ph.D. with teaching experience preferred. Active ABD candidates will be considered for both positions. Position requires strength in human anatomy and ability to develop curriculum and lab facilities for Human Anatomy course as well as teaching courses in a basic science program in Physical Therapy. The position requires strength in developmental biology, cell biology, and microbiology.

EDUCATION - [Box 111]

Tenure track position at assistant/associate rank. Ph.D. in Special Education or related field. (Active ABD candidates will be considered.) Experience in regular curriculum and collaborating teaching preferred. Opportunity to teach in graduate program is also available.

FINE ARTS - [Box 113]

Tenure track position at assistant/associate rank for teaching in undergraduate curriculum program. Doctorate degree in Art or Fine Arts required. (Active ABD candidates will be considered.) Candidates will teach core disciplinary courses in Fine Arts and give leadership in some of the other cultural and fine arts offerings, sponsored by the college, e.g., community chorus, musical, cultural events management, etc.

MATHEMATICS - [Box 112]

Tenure track position at assistant/associate rank. Ph.D. with teaching experience preferred. (Active ABD candidates will be considered.) Candidates will be joining a faculty which is committed to implementing computer based, collaborative teaching/learning methodologies. The successful candidate will teach introductory courses, as well as upper level courses such as Abstract Algebra, and Analysis.

PSYCHOLOGY - [Box 114]

Tenure track position at assistant/associate rank. Ph.D. required; college level teaching experience preferred. Candidates, who should have expertise in cognition/sensation, will join a faculty which is in implementing a new Psychology major. Some introductory courses are an indispensable part of the teaching assignment.

Applications for the above positions, which should include three references, should be received no later than February 15, 1992 to: Human Resources, Attention: Pamela Parzych - Personnel Hire for Identify [Box Number] for appropriate position. Women and minority candidates are particularly encouraged to apply.

EOE

TRENTON STATE COLLEGE

TSC

ASSISTANT PROFESSOR
DEPARTMENT OF PHILOSOPHY & RELIGION

Tenure-track Assistant Professor position, beginning Fall 1992. Ph.D. in hand by June 1992. AOS: open, but with preference for philosophy of science and/or history of analytic philosophy and/or philosophy of law and/or political theory. The department is seeking someone with strong research interests, outstanding teaching ability, and a record of success in attracting superior students to the major. Courses to be taught may include Introduction to Logic, Contemporary Moral Issues, and one or more sections of an interdisciplinary humanities seminar. Inasmuch as our curriculum includes philosophy courses at upper division courses in an AOS of the instructor. The college is a highly selective institution located on an attractive 250 acre suburban campus eight miles from Princeton and about an hour from New York City and Philadelphia. Applicants should arrange for submission of: a vita, sample of writing, and at least three letters regarding research abilities, evidence of excellence in the teaching of both lower-level and upper-level courses and of success in attracting superior students to the major. Applications should be sent to: Professor Allan Goldhoff, Chair, Department of Philosophy and Religion, Trenton State College, Hillwood Lakes, CN 4700, Trenton, NJ 08650-4700. Applications will be accepted until the position is filled. To enrich educational through diversity, TSC is an AA/EOE employer.

Business Administration: Business Law. Full-time position for evening MBA program. Responsibilities include teaching courses in Business Law, Business Ethics, and Management. The position requires a Ph.D. in DBA with related course emphasis in Business Law. Business experience at the MBA level is required. Palm Beach Atlantic College is a faith-related, non-denominational college with an enrollment of approximately 1,500 students. Send letter of application, vita, transcripts, and names, addresses, and phone numbers of three references by March 1, 1992, to: Dr. Lee Hash, Vice President for Academic Affairs, Palm Beach Atlantic College, Box 2035, West Palm Beach, Florida 33402.

Business Administration: Current Fiscal Crisis. Applications for this position will be accepted from all fields of study. Responsibilities include teaching undergraduate and graduate courses in such fields as management, marketing, and economics. Successful candidate must have a university teaching experience required, with Ph.D. or ABD. A successful candidate will have a national reputation. Candidates must be flexible and willing to teach at night. Demonstrated administrative experience required. Palm Beach Atlantic College is a faith-related, non-denominational college with an enrollment of approximately 1,500 students. Send letter of application and résumé to: Professor Ronald Fortenbaugh, Dean, College of Business, P. O. Box 2035, West Palm Beach, Florida 33402.

Chemistry: Manatee Community College (MCC) invites applications for two chemistry instructors. MCC, Bradenton Campus, is located in Bradenton, Florida, 30 miles south of Tampa and St. Petersburg. 10 months of Statistical Chemistry Instructor. Two 120 hours teaching positions available. Will teach a variety of freshman/sophomore courses including organic, general, and quantitative chemistry. Laboratory experience required including organic chemistry. Demonstrated ability to teach and coordinate the laboratory related to the associated lecture. Commitment to the philosophy that is consistent with the community college and its educational mission. Preference will be given to demonstrated currency in the field of organic chemistry. Laboratory experience required. Professor Ronald Fortenbaugh, Dean, College of Business, P. O. Box 2035, West Palm Beach, Florida 33402. Deadline: March 1, 1992.

Chemistry: Manatee Community College (MCC) invites applications for two chemistry instructors. MCC, Bradenton Campus, is located in Bradenton, Florida, 30 miles south of Tampa and St. Petersburg. 10 months of Statistical Chemistry Instructor. Two 120 hours teaching positions available. Will teach a variety of freshman/sophomore courses including organic, general, and quantitative chemistry. Laboratory experience required including organic chemistry. Demonstrated ability to teach and coordinate the laboratory related to the associated lecture. Commitment to the philosophy that is consistent with the community college and its educational mission. Preference will be given to demonstrated currency in the field of organic chemistry. Laboratory experience required. Professor Ronald Fortenbaugh, Dean, College of Business, P. O. Box 2035, West Palm Beach, Florida 33402. Deadline: March 1, 1992.

FACULTY POSITIONS
GLASSBORO STATE COLLEGE
Glassboro, New Jersey 08028

Glassboro State College is now accepting applications for 27 full-time Instructor/Assistant Professor tenure-line positions. All begin September 1, 1992. All positions are contingent upon budget appropriations.

Glassboro State College is a comprehensive institution with an enrollment of 5,400 full-time and 2,600 part-time undergraduate and 1,200 graduate students in four schools: Liberal Arts and Sciences, Fine and Performing Arts, Business and Education. It is located in southern New Jersey, 17 miles southeast of Philadelphia.

Inquiries should be directed to the individuals named below at Glassboro State College, Glassboro, NJ 08028. Applicants should provide a résumé, supportive materials and names, addresses, and telephone numbers of five people who may be contacted as references. Salaries are competitive. Deadline date for applications is March 13, 1992 unless otherwise specified.

LIBERAL ARTS & SCIENCES

Communications

Freshman Writing: Teach College Composition. Developmental Writing, Advanced Writing, Communication Theory, and advise majors. Doctorate in Rhetoric/Communications program or English preferred. ABD will be considered. 5 years' experience in teaching of college-level writing; significant publication and/or curriculum development experience. Contact: Mary Anne Palladino, Freshman Writing Search Committee Chair, Communications Department. Deadline: 3/1/92.

Journalism/Public Relations: Teach undergraduate courses in Journalism and Public Relations and graduate courses in corporate Public Relations or School Information Services. May serve as advisor to college newspaper or help coordinate graduate Public Relations program. Ph.D. in Mass Communications or related field preferred; ABD or substantial work toward Ph.D. considered. At least five years' experience in Journalism or public relations and significant college-level teaching essential. Contact: Journalism/Public Relations Search Committee, Communications Department.

Radio/TV/Film: Teach in one or more of the following areas: Media History, Advanced Radio/TV/Film Production, Radio/TV Film Law and Regulation, Radio/TV/Film Writing, or Radio/TV Film Marketing and Promotion. Ph.D., Ed.D., or MFA in Radio/TV/Film, Mass Communications, or related field. MA with significant experience considered. Must have college teaching experience, involvement in Radio/TV/Film industry and/or scholarly research. Contact: Radio/TV/Film Search Committee, Communications Department.

Computer Science: Two positions to teach lower and upper level Computer Science courses. Special consideration will be given to applicants who specialize in data base management systems, computer hardware, data communications, networks or software engineering, though applicants from all areas of computer science are encouraged to apply. Ph.D. in Computer Science or a closely related field preferred. ABD will be considered. Good interpersonal communication skills are necessary. Contact: Hiring Committee, Computer Science Department.

English: Teach upper and lower division courses. Specialist in American Literature—Beginnings to 1865 with emphasis on Renaissance; secondary interest in contemporary American Literature and World Literature. Ph.D. by June 1, 1992 required. Candidates must demonstrate teaching excellence, scholarly promise, and leadership potential. Familiarity with contemporary critical theories a plus. Contact: Dr. Nathan Cash, Chairperson, Department of English.

Foreign Languages & Literatures: Teach all levels of courses in French language, literature and culture, and German language and culture. Ph.D. in the appropriate field required. Contact: Dr. Erhn Freibergen, Chairperson, Department of Foreign Languages and Literatures.

History

Modern Middle East: Teach and create new upper division courses in Middle East History Since 1453 as well as surveys in either World History or Western Civilization. Ph.D. in the appropriate fields of history required. Contact: Dr. Robert Hewsen, Chair, Middle East Search Committee, Department of History.

East Asian History: Teach and create new upper division courses in Modern China and Japan as well as surveys in either World History or Western Civilization. Ph.D. in the appropriate fields of history required. Contact: Dr. Gary Hunter, East Asian Search Committee, Department of History.

Early Modern European: Teach upper division courses in Medieval, Renaissance and Reformation, and Women in European History, as well as surveys in either Western Civilization. Ph.D. in the appropriate fields of history required. Contact: Dr. David Appelbaum, European History Search Committee, Department of History.

American History: Teach courses in upper division courses in U.S. Social History and Women in American History, as well as surveys in U.S. History. Ph.D. in the appropriate fields of history required. Contact: Lee Bruce Kress, American History Search Committee, Department of History.

Mathematics: Teach upper division courses and Business Statistics courses plus lower division courses. Doctorate, in appropriate field required. Candidate must demonstrate mathematical ability and an ability to communicate mathematics clearly and effectively to undergraduate students. Contact: Dr. Gary Itzkowitz, Chairperson, Department of Mathematics. Deadline: 4/10/92.

Physical Sciences: Physics: Teach undergraduate physics at all levels and general education science courses such as astronomy or earth sciences. Ph.D. in Physics or related field required. Candidates must possess outstanding communication skills. Contact: Dr. Charles Schultz, Chairperson, Department of Physical Sciences. Deadline: 4/1/92.

Psychology

Clinical or Counseling Psychologist: Teach Abnormal Psychology, drug/alcohol abuse classes and other courses in the curriculum, such as General Psychology. Clinical or Counseling Psychologist from APA-approved program with Ph.D. Candidate must supply evidence of teaching effectiveness. An active research program is preferred. Contact: Dr. Eleanor Oser, Clinical or Counseling Psychologist Search Committee, Department of Psychology.

Lifespan Developmental Psychologist: Teach Child, Adolescent, Adult Psychology and other courses in the curriculum, such as General Psychology. Ph.D. in Psychology preferred. ABD considered. Candidate must supply evidence of teaching effectiveness. An active research program is preferred. Contact: Dr. Eleanor Oser, Lifespan Developmental Psychologist Search Committee, Department of Psychology.

Sociology

Sociological Practices: Develop and teach undergraduate courses in sociological practice and other areas in sociology. Ph.D. required. Candidate must demonstrate teaching effectiveness. Contact: Dr. Flora Young, Sociological Practice Search Committee, Department of Sociology.

Sociological Theory: Teach undergraduate courses in sociological theory, other areas of specialization, and introductory level courses. Academic responsibilities will be shared between the Camden Campus and the Glassboro Campus. Ph.D. required. Candidate must demonstrate teaching effectiveness. Contact: Dr. Flora Young, Sociological Theory Search Committee, Department of Sociology.

EDUCATION

Elementary/Early Childhood Education: (3 positions) Teach undergraduate and/or graduate courses in Elementary Education teacher preparation programs. Supervise practicum students, student teachers, and teaching interns. Doctorate in education or related field. Elementary school teaching certification and experience. Expertise in one or more of the following: math, science, computers, tests and measurements, multicultural/urban, language arts, early childhood. Contact: Dr. Carl Cullari, Chair, Elementary Education. Deadline: 3/1/92.

Secondary Education

Science Education: Teach Curriculum and Methods in the area of Science Education, with an emphasis on integrating the computer into the curriculum and supervising student teachers. Doctorate and certification in the field of Science Education required, secondary school teaching experience. Contact: Dr. Judy Bloom, Secondary Education/Science Education Search Committee. Deadline: 3/1/92.

Library Education (School and Public Librarianship): Teach graduate courses in the School and Public Librarianship Program (Organization of Library Materials and Library Administration, Bibliography and Reference, Cataloging; supervision of Library Media practicum students and advising in the graduate program. Doctorate and certification in the field of Library Science/Media Education required. Contact: Frank Goodfellow, Secondary Education/Library Education Search Committee. Deadline: 3/1/92.

Curriculum and Instruction/English Instruction: Teach graduate courses in Curriculum and Instruction and undergraduate courses in Curriculum and Methods in the areas of English and Language Arts, with an emphasis on writing across the curriculum and supervising student teachers. Doctorate and certification in either the field of Curriculum and Instruction or English Education required; secondary school teaching experience. Contact: Dr. Brenda Benson-Burrell, Secondary Education Curriculum and Instruction/English Education Search Committee. Deadline: 3/1/92.

Health Education: Teach introductory and advanced level undergraduate courses in health education; assist in the coordination of health education and wellness programs, supervise junior and senior field experiences in health and physical education; leadership in substance abuse, conflict prevention programs. Doctorate in Health Education or Health with an emphasis in health education and/or school health services required. An undergraduate or graduate degree in Health and Physical Education would be desirable. Teaching experience in public/private schools; teaching experience college-level preferred. Contact: Dr. Harry Daniels, Department of Health and Physical Education. Deadline: 3/1/92.

FINE & PERFORMING ARTS

Art - Graphic Design and Illustration: (2 positions). Teach at all levels of Graphic Design and Illustration and advise students. MFA required; candidate must present a portfolio with evidence of professional graphic design and illustration experience. Must possess relevant computer skills. Demonstrated competence in college teaching desirable. Contact: Dr. George Neff, Chair, Art Department. Deadline: 4/15/92.

BUSINESS ADMINISTRATION

Accountancy: Teach financial/managerial accounting courses at the undergraduate and graduate levels. Ph.D. required. Will consider ABD with early completion date. CPA or other professional certification highly recommended. Contact: Dr. Robert Flemming, Acting Dean, School of Business Administration. Deadline: 3/1/92.

Chemistry: Western Michigan University seeks applications for a tenure track assistant professor position in chemistry for fall 1992, pending budgetary approval. Position requires a Ph.D. degree in chemistry, or evidence of imminent award, with experience in a field of biochemistry, which is strongly related to aquatic environmental problems and the ability to use and teach experimental molecular biology techniques, and demonstrated potential for teaching, research and publications. Postdoctoral work in aquatic environmental problems is desirable. Western Michigan University, a Carnegie Classification Doctoral I institution, has embarked upon a vigorous affirmative action program and encourages applications from women and members of minority groups who are qualified for this position. Send letter of application, vita, academic transcripts and three letters of recommendation to Michael McCarville, Chair, Chemistry Department, Western Michigan University, Kalamazoo, Michigan 49008. Review of applications will be February 24, 1992 and continue until position is filled.

Chemistry: Manatee Community College (MCC) invites applications for two chemistry instructors. MCC, Bradenton Campus, is located in Bradenton, Florida, 30 miles south of Tampa and St. Petersburg. 10 months of Statistical Chemistry Instructor. Two 120 hours teaching positions available. Will teach a variety of freshman/sophomore courses including organic, general, and quantitative chemistry. Laboratory experience required including organic chemistry. Demonstrated ability to teach and coordinate the laboratory related to the associated lecture. Commitment to the philosophy that is consistent with the community college and its educational mission. Preference will be given to demonstrated currency in the field of organic chemistry. Laboratory experience required. Professor Ronald Fortenbaugh, Dean, College of Business, P. O. Box 2035, West Palm Beach, Florida 33402. Deadline: March 1, 1992.

Chemistry: Western Michigan University seeks applications for a tenure track assistant professor position in chemistry for fall 1992, pending budgetary approval. Position requires a Ph.D. degree in chemistry, or evidence of imminent award, with experience in a field of biochemistry, which is strongly related to aquatic environmental problems and the ability to use and teach experimental molecular biology techniques, and demonstrated potential for

with copies of transcriptions, and unofficial transcripts by March 5, 1992. Include Search #91-24 in all correspondence. EOE/AA.

Chemistry: Western Michigan University seeks applications for a tenure track assistant professor position in chemistry for fall 1992, pending budgetary approval. Position requires a Ph.D. degree in chemistry, or evidence of imminent award, with experience in a field of biochemistry, which is strongly related to aquatic environmental problems and the ability to use and teach experimental molecular biology techniques, and demonstrated potential for

Northern Illinois University

DEPT. OF EDUCATION PSYCHOLOGY, COUNSELING AND SPECIAL EDUCATION

COUNSELING FACULTY: (Two Positions)

Assistant Professor. Full-time, tenure-track position in the area of student development. Graduate faculty position in CACREP approved counseling program. Teach courses, supervise interns, and direct research in M.S., Ed.S., and Ed.D. programs. Requirements: Earned doctorate in counseling or counseling psychology. Expertise in student development theory and the practice of college student development; ability to teach courses in culture of the college student, student development practicum, and student development programs, issues, and practices. A research/publication program leading to senior membership on the Graduate Faculty is expected.

Assistant Professor. Full-time, tenure-track position in the area of clinical counseling. Graduate faculty position in CACREP approved counseling program. Teach courses, supervise interns, and direct research in M.S., Ed.S., and Ed.D. programs. Requirements: Earned doctorate in counseling or counseling psychology. Experience in clinical counseling and competence as a practicum and internship supervisor; ability to teach courses in counseling skills and strategies, individual counseling practicum, group counseling practicum, and internship. A research/publication program leading to senior membership on Graduate Faculty is expected.

EDUCATIONAL PSYCHOLOGY: (Two Positions)

Assistant Professor. Full-time, tenure-track position in the area of developmental/learning with emphasis or interest in children at risk of academic failure. Requirements: A doctorate in Educational Psychology or related field is required. We are particularly interested in candidates with previous college or university teaching experience at the instructor or assistant professor level. Responsibilities include teaching undergraduate and graduate courses in Educational Psychology and development/learning; continuing research publication; advising graduate students; grant writing; and program, departmental, college, and university service. Knowledge of or experience with the use of new technologies in instruction is desirable. The candidate should have strong teaching and research skills in order to attain senior membership on the Graduate Faculty.

Assistant Professor. Full-time, tenure-track position in the area of measurement, research, and statistics with emphasis or interest in area of Educational Psychology. Requirements: A doctorate in Educational Psychology or related area is required. We are particularly interested in candidates with previous college or university teaching experience at the instructor or assistant professor level. Responsibilities include teaching undergraduate and graduate measurement, statistics, and research courses; continuing research/publication; advising graduate students; grant writing; and program, department, college, and university service. Knowledge of or expertise with use of new technologies in instruction is desirable. The candidate should have strong teaching and research skills in order to attain senior membership on the Graduate Faculty

SPECIAL EDUCATION: (Three positions)

Assistant/Associate Professor. Full-time, tenure-track position in the area of education of students with hearing impairments. Responsibilities include teaching, research, service, and advisement. Requirements: Earned doctorate in deaf education, hearing impairment, or related field. An individual with a broad range of experience in teaching of students with hearing-impairments including assessment and family interaction across a broad spectrum of ages is preferred. Competence in sign communication and familiarity with technology used by hearing-impaired individuals are expected. University teaching experience is preferred. The candidate should have strong teaching and research skills in order to attain eventual senior membership on the Graduate Faculty.

Assistant Professor. Full-time, tenure-track position in the consultation and collaboration, high-incidence disabilities area (LD/EMH/SED). Requirements: A doctorate in Special Education or a related field is required. At least two years' teaching experience with exceptional children required. College teaching experience preferred. Responsibilities including teaching undergraduate and graduate courses in collaboration/consultation, professional-parent interaction, and integration; teaching at sites on- and off-campus; advising graduate students; conducting research, grant writing; and program, departmental, college, and university service. Knowledge of and/or experience with the use of new technologies in instruction is desirable. The candidate should have strong teaching and research skills in order to attain eventual senior membership on the Graduate Faculty.

Assistant Professor, Full-time, tenure-track position in the secondary and postsecondary transition, high incidence disabilities area (LD/EMH/SED). Requirements: A doctorate in special education is required with an emphasis in mild handicaps with specific interests in transition from high school to vocational programming, employment, and/or postsecondary education. Knowledge of and/or experience with new technologies in instruction is desirable. At least two years' teaching experience with exceptional children, adolescents, or adults is required. College teaching experience preferred. Responsibilities include teaching undergraduate and graduate courses in characteristics, postsecondary transitions, and instructional methods both on- and off-campus; advising graduate students; conducting research, grant writing; and program, departmental, college, and university service. The candidate should have strong teaching and research skills in order to attain eventual membership on the Graduate Faculty.

A letter of application, current résumé, graduate transcripts, supporting documents such as reprints of publications and/or manuscripts in press, and letters of support from at least three references should be postmarked by March 1, 1992. PLEASE SPECIFY THE POSITION FOR WHICH YOU ARE APPLYING. All materials should be sent to Dr. Susan A. Vogel, Chair; Dept. of Education/Psychology, Counseling, Special Education; Graham Hall 238E; College of Education; Northern Illinois University; DeKalb, IL 60115-2854. If you desire more information about any of the above positions, please call (815) 753-0652. Women, minorities, and persons with disabilities are strongly encouraged to apply.

NIU is an EQUAL EMPLOYMENT, AFFIRMATIVE ACTION EMPLOYER.

Chemistry Polymer Chemist: Tenure-track faculty position; rank and salary commensurate with qualifications. Responsible for lecture/lab teaching in polymer, and organic or inorganic chemistry courses. Duties may include off-campus teaching. Ph.D. in chemistry and experience in organic and polymer chemistry required. Send application letter, résumé, three letters of reference, unofficial undergraduate and graduate transcripts to: Polymer Chemist Search, Attention: Dr. Jim Williams, Weber State University, P.O. Box 5838, Ogden, Utah 84408-5838. Screening begins February 15, 1992. An Affirmative Action, Title IX, Equal Opportunity Employer. Women, minorities, disabled individuals are encouraged to apply.

Chicano Studies: The Humanities and Multicultural Studies department invites applications for a tenure-track position, Assistant or Associate Professor, to: teach introductory Chicano Studies courses, develop upper division courses, revise existing courses, teach in and cooperate with multicultural American Studies major/minor offered by the department, participate in the Department's commitment to interdisciplinary courses in Humanities, American, Latin American, Asian Indian, Chicano, Black, African American and Women's Studies. Ph.D. preferred. ABD required; interdisciplinary perspectives required; Humanities disciplines preferred e.g., literature, history, art, philosophy, language, religion; demonstrated knowledge of and experience with the Hispanic community required. Position is part of the university's cultural diversity initiative. Pending funding. Application review begins February 3. Open until filled. Inquiry: Joyce Tenorio, Chair, Humanities and Multicultural Studies Department, Moorhead State University, Moorhead, Minnesota 56562, or call (218) 236-4668.

Civil Engineering: California State University, Fullerton, School of Engineering and Computer Science, Civil Engineering Department invites applications for a tenure-track faculty position to teach courses in the Civil Engineering Department effective August 19, 1992. The Candidate should have a doctorate in Architecture, Architectural Engineering, Construction Engineering or Environmental Engineering. The candidate must have a record of success in a variety of undergraduate and graduate courses. A strong background in computer aided CAD is preferable. The candidate must be self-motivated and committed to vitalize the existing program. The candidate is expected to develop a vigorous scholarship research program in his/her field of expertise. Familiarity with state-of-the-art civil engineering, industrial experience and a professional license are highly desirable. The successful candidate for this position must exhibit leadership, fund-raising capability and a strong commitment to multicultural, multinational, multilingual environment. Qualified applicants will be selected from applications received before March 1, 1992, or until the position is filled. Minorities and women are encouraged to apply. Send resumé or curriculum vitae with three letters of reference to: Dr. Frank A. Chubjardieff, Acting Chair, Civil Engineering Department, Room E-106, CSUF, Fullerton, California 92634-9480; telephone (714) 773-3172/3036. Affirmative Action, Equal Opportunity, Title IX Employer.

TOWSON STATE UNIVERSITY

Towson State University invites applications and nominations for the following faculty positions effective fall semester 1992. Towson State University, located on a 326-acre campus in a northern suburb of Baltimore, Maryland, is a liberal-arts based comprehensive university and enrolls approximately 15,000 undergraduate and graduate students. It is the second largest member of the State University System.

Speech and Mass Communications

Tenure-track Assistant Professor in communication studies. Contingent upon state funding. Doctorate degree, teaching experience and evidence of scholarly activity required. Duties include undergraduate and graduate teaching in some or all of the following areas: interpersonal communication, small group communication, non-verbal communication, public speaking and communication training and development. Supervise fundamentals of Speech Communication. Possible supervision of interns.

Tenure-track Assistant Professor in television studies. Contingent upon state funding. Doctorate or MFA degree and experience in teaching television courses required. Ability to teach radio courses and/or introduction to electronic media desired. Professional production experience preferred. Duties include undergraduate and graduate courses in studio and field television production. Possible assistance in the development of a campus television station and cable services, teaching in radio and supervision of electronic media interns.

Non-tenure track Instructor/Assistant Professor as Assistant Director of Forensics. Contingent upon state funding. Master's degree required, doctorate degree preferred and necessary for the rank of Assistant Professor. Debate coaching experience in essential. Individual events background helpful. Duties include coaching forensics, travel with team, administer forensics program, teaching undergraduate courses in communication studies at a reduced load. Scholarly growth and development are encouraged.

CLOSING DATE ON ALL POSITIONS: February 5, 1992.

Send letter of application, curriculum vitae, three letters of recommendation and graduate transcript to: Dr. Ronald J. Hatton, Chairman, Department of Speech and Mass Communications.

TOWSON STATE UNIVERSITY
Towson, Maryland 21204

An Equal Opportunity, Affirmative Action Employer

NORTHERN MONTANA COLLEGE
Faculty Positions

BUSINESS: Tenure track position in business. Position requires breadth in teaching management and marketing skills. Master's Degree required; teaching experience and a doctorate preferred. Experience in industry and/or academic technology programs also preferred. Rank and salary commensurate with education and experience. Screening begins 2/10/92. Available 8/1/92.

COMPUTER INFORMATION SYSTEMS: Tenure track position teaching courses in computer programming languages, computer applications, and software engineering at the undergraduate level. Includes advising degree majors and minors, curriculum development, and club advising. Master's Degree with CIS concentration and industrial CIS experience preferred. Will consider Master's Degree candidates. Must be competent to teach undergraduate courses in Pascal, C, and data base programming, telecommunications and networking, have technical currency in microcomputing and time sharing. Screening begins 3/1/92. Available 8/1/92.

DIESEL TECHNOLOGY: Tenure track position teaching undergraduate heavy equipment courses. Teaching in subject areas such as diesel engines, hydraulics and introduction to tractors. Knowledge of fuel injection, heavy duty brakes and drive trains helpful. Other responsibilities include: curriculum development, students advising, club advising, working with tractor clinics and tractor resource projects. Bachelor's degree with recent field experience required. Master's degree with tractor design and engineering experience preferred. Screening begins 2/10/92. Available 8/1/92.

Rank and salary commensurate with education and experience. Send a letter detailing career goals and interests in the position, a résumé, transcripts, and three references to Dr. Martha Anne Dow, VPAA, Northern Montana College, Havre, MT 59501. AA/EOE.

FACULTY POSITION
Assistant Professor
Office Systems & Business Education

Northern Michigan University, located in the Upper Peninsula of Michigan, anticipates and invites applications for an opening in the Office Systems and Business Education Department beginning fall semester 1992. The successful candidate for this tenure-earning position must possess a doctorate. This person must be qualified to teach in the areas of office systems, business communications, and business teacher education. In addition to teaching, this person will be responsible for advising and curriculum development.

Northern Michigan University strongly encourages applications from minorities and women.

Send letter, résumé, and three letters of recommendation. Screening of applications will begin February 15, 1992.

Dr. Sue C. Bigby
Office Systems & Business Education
Jacobetti Center
Northern Michigan University
Marquette, MI 49855
(906)227-2900

AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER

FACULTY POSITION IN SCIENCE EDUCATION
Tenure - earning

Assistant / Associate Professor — Department of Education

Northern Michigan University seeks candidates for a position of Assistant or Associate Professor of Education with a concentration in K-12 science education, particularly elementary science. Special consideration will be given to those candidates with expertise in related areas of science education teachers. The position is in the Department of Education, one of two departments in the School of Behavioral Sciences, Human Services, and Education. The Department has 16 faculty members. All faculty members possess significant experience as practitioners. The teacher education program is a university-wide program, fully accredited by NCATE in May, 1990 at the undergraduate and graduate levels.

Northern Michigan University is a comprehensive institution of approximately 8,500 students, located in the city of Marquette on the shore of Lake Superior. Marquette is a community of 21,000 and is the cultural, commercial, medical, and governmental center of Michigan's beautiful Upper Peninsula. The region offers unrivalled outdoor recreational opportunities at all seasons, while Marquette itself provides a wide range of retail, commercial, cultural, and entertainment opportunities. Convenient air access to the Upper Midwest's major population centers of Minneapolis, Chicago, and Detroit is available through Marquette County Airport.

Successful candidates must possess a Ph.D. or Ed.D. degree, a concentration in science education and a foundation in physical and natural sciences, and three years of K-12 classroom teaching experience. College/university experience in teaching and supervising students in pre-professional teacher education curricula is desired. The Department especially encourages individuals with insight into the possibilities of science education methods courses being taught on-site in the local public schools. The appointment would begin on August 26, 1992.

Northern Michigan University strongly encourages all applications including those from minorities and women. Send a letter of application, a current vita and placement credentials, and the names and addresses of three academic/professional references no later than February 21, 1992 to:

Dr. James O. Hendricks, Associate Dean
School of Behavioral Sciences, Human Services, and Education

Northern Michigan University
Marquette, MI 49855
Phone: (906) 227-2228

AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

BOSTON UNIVERSITY SCHOOL OF SOCIAL WORK

Tenure track positions for September 1992
Seeking six practitioners/researchers to strengthen the full-time faculty base of the School.

- Clinical Social Work: Individuals and Families
- Human Behavior in the Social Environment
- Social Welfare Policy
- Social Work Research

Ph.D. or D.S.W. required for all positions; exceptional A.B.D.'s will be considered. Clinical candidates must have M.S.W. and current clinical practice. Send letter of application and curriculum vitae to: Hubert E. Jones, Dean, Boston University School of Social Work, 264 Bay State Road, Boston, MA 02215.

Women and minorities encouraged to apply.

BOSTON UNIVERSITY — An equal opportunity, affirmative action institution.

Communications Communication Arts. Fall Semester, 1992 fixed term position (continuing upon funding). Courses in Interpersonal Communication and Public Speaking. M.A. in Communication required; teaching ability; service to the department. For more information call (406) 657-2278. Screening of applications to begin February 14, 1992 and will continue until the position is filled. Submit letter of application, vita, undergraduate transcripts, and three (3) letters of recommendation to Chair, Search Committee, Communication Arts, Human Resources/EEO-AA Office, Eastern Montana College, 1500 North 30th Street, Billings, Montana 59101-0298; (406) 657-2278. EEO-AA.

Communications: Small, private liberal arts college with professional communications seeks two new positions in Communications. Teaching responsibilities include courses in undergraduate program as well as teaching Master of Professional Communication degree program designed for working professionals. Both positions are working-journalists. Generalists with experience in several areas preferred. Ph.D. or ABD. Salary and rank negotiable. Applicants must arrange to have three letters of reference and all transcripts to be sent upon receipt of application and vita by February 14 to: Ray Dunaway, Dean, School of Arts and Sciences, Westminster College of Salt Lake City, 1840 South 1300 East, Salt Lake City, Utah 84105.

Communications: The University of Texas at Arlington seeks faculty members with a Ph.D. (A.B.D. considered), teaching and professional experience. Must have commitment to teaching, research, service, and student advising. Position #1 will teach a range of communication courses including oral communication, and one of the following support areas of public relations, broadcast communication, and advertising. Position #2 is advertising, specialists, strategists, copywriting, creative, graphics, media planning, research, and management. Ability to teach in Public Relations would be helpful. Application deadline is February 21, or until positions are filled. UTA is an EO/AA employer. Send letter of application and curriculum vitae to Search Committee Chair, Department of Communication, UTA Box 19105, Arlington, Texas 76019-0105.

Communications Illinois College is a small, well-endowed, liberal arts College located in a town located in a university-based community. We are looking for an instructor who are qualified to teach a range of Communication courses: interpersonal, oral, rhetorical criticism, and public address, and organization and leadership. The successful candidate will also serve as director of forensics and should have NDT debate experience. The successful candidate may include the position of Department Chairperson, depending upon qualifications. Ph.D. and undergraduate teaching experience required. Rank and salary dependent upon qualifications. Send letter of application, vita, transcripts, and three letters of recommendation to Professor Jennifer Daryl Slack, Chair, Communication Search Committee, Department of Humanities, Michigan Technological University, 1400 Townsend Drive, Houghton, Michigan 49931-1295. Applications must be received by March 1. Review of applications will begin on March 1 and will continue until the position is filled. MTU is an Affirmative Action, Equal Opportunity Employer/Educational Institution

Computer Information Systems Instructor/Assistant Professor in Business Computer Information Systems; nine-month, tenure-track; salary: $31,000-$45,000 depending on qualifications. Kenai Peninsula College, Soldotna, Alaska. Minimum Requirements: Master's degree in Management Information Systems. Computer Information Systems Instructor/Assistant Professor—tenure track, Fall, 1992, subject to final budgetary approval. Candidates must have a Ph.D. in computer science or a Ph.D. in a closely related field and an M.S. in computer science. Effective teaching at all levels in computer science and information systems is essential. Applicants in all areas of computer science will be considered, and AI, CAD, and DB are encouraged. UTPA, a rapidly growing, state-supported university located in the fast-growing Lower Rio Grande Valley. Send a vita, transcripts, and 3 letters of reference to Pearl Brazier, Computer Science Search, Department of Mathematics and Computer Science, University of Texas-Pan American, Edinburg, Texas 78539. Applications will be reviewed beginning March 15, 1992, continuing until position is filled. EEO/AA Employer.

Division Chairperson

The Professional Writing Division is now accepting applications for the senior-level position of Chairperson. The Chairperson reports to the Offices of the Dean of Faculty and Curriculum and is a member of the President's Council. This is a twelve-month position.

The Division includes six departments: Commercial Arranging, Composition, Film Scoring, Harmony, Jazz Composition and Songwriting. The Division offers over one hundred different courses to 88 faculty members serving over 300 students enrolled in its various majors. The Harmony, Arranging and Composition departments, additionally, offer required courses for all of the College's 2900 students, including courses in conducting, counterpoint, traditional harmony, jazz/pop harmony, arranging and music history.

Reporting to the division chair are six department chairs, two assistant department chairs and a four-person office staff. As a senior academic leader, the division chair is expected to provide vision and leadership for the college's second largest division. The successful candidate's previous experiences and ongoing activity in the writing profession should enable him/her to evaluate the changing demands for writing professionals and relate the impact of these demands to the effectiveness of the division's programmatic offering; establish appropriate goals for the division; develop annual division budget requests; recruit and maintain faculty for effective divisional teaching, and with the advice of the department chairs and faculty, formulate divisional policies, procedures and standards.

The successful candidate must possess solid musical education as evidenced by an earned advanced degree and/or equivalent professional training; demonstrated skills in leadership, management, evaluation and planning in an educational setting; strong and effective communications and interpersonal skills; established credentials as a composer and/or arranger; teaching and/or administrative experience in a college setting; familiarity with technology as it relates to professional writing; ability to identify and establish appropriate musical and educational directions; a broad stylistic musical orientation, critical understanding and an acceptance of diversity in contemporary jazz, rock, pop, concert) music forms; and a proven commitment to excellence appropriate for senior-level leadership in a division whose educational mission is practical training in arranging and composition for today's professional musician. Salary commensurate with qualifications.

Berklee College of Music is a private four-year institution with an educational mission of practical career preparation in the various styles of today's professional music world. The 300 or more internationally respected faculty work with 2900 students from 75 countries and the US.

Please send resume, three letters of recommendation and any supporting background materials with letter of application by MARCH 15, 1992 for an AUGUST 1992 starting date. Incomplete applications will not be considered. Women and minorities are encouraged to apply. Send all materials to: Professional Writing Chair Search Committee Dept. C, Office of the Dean of Faculty, Berklee College of Music, 1140 Boylston Street, Boston, MA 02215. An Equal Opportunity Employer.

Berklee COLLEGE OF MUSIC

Montana State University
COLLEGE OF BUSINESS

Applications are invited for two full time, tenure track or visiting faculty positions in Business Policy/Strategy and in Information Systems, starting date is August 15, 1992 or January 2, 1993. Positions are subject to funding.

Required qualifications: Ph.D. or DBA with emphasis in business policy/strategy management or information systems preferred, or the total degree in related area (with clear expertise in policy or IS as accepted by AACSB). Candidates who will complete degree requirements during the last contract year will be considered for appointment as lecturers. Demonstrated ability in teaching and involvement in scholarly activities. Ability to communicate clearly in English both orally and in writing. TOEFL may be required.

Desired qualifications: Relevant professional experience, second teaching area in management or operations management.

Academic year salary range is $42,000 to $49,650. AACSB accredited, the College of Business prides itself on excellence in undergraduate teaching and encourages and supports applied research. Send letter of application, résumé, and three letters of reference with phone numbers and addresses of three references to Chair, Faculty Search Committee, College of Business, Montana State University, Bozeman, Montana 59717. Telephone (406) 994-4421. Screening begins February 6, 1992; applications will be accepted until position is filled. MSU provides preference for veterans and their spouses. For information contact HR/AA, 210-C MH, MSU, Bozeman, MT 59717

MSU is an AA/EO employer.

PSYCHOLOGY INSTRUCTOR

Amarillo College has an opening August, 1992 for a position in Youth Counsel. (Child or Social) and Human Relations Psychology courses. Master's Degree in Psychology required; strong preference for Ph.D. Three to five years' college-level teaching experience in community college teaching preferred. Salary based on Faculty Salary Schedule: excellent benefits. Open until filled. Send résumé and unofficial transcripts to Personnel Office, Amarillo College, P.O. Box 447, Amarillo, Texas 79178. An EEO/AA Employer.

Clinical, Chiropractic, and Basic Science Instructors Needed

Send Résumé to:
Parker College of Chiropractic
Faculty Search
2500 Walnut Hill Lane
Dallas, Texas 75229-5668

"An Equal Opportunity Employer"

Second Rank, Lilburn, Communication Department, Illinois College, Jacksonville, Illinois 62650. Applications should be postmarked by February 14, 1992. Illinois College is an AA/EOE.

Communications: Full time, tenure-track teaching position in mass communication or PR sequence. Ph.D. preferred. Responsibility for the Emerson Hall Journalism Laboratory. Interdisciplinary course content will be expected of the successful candidate. Teaching at the graduate level desirable. The successful candidate must have a strong commitment to undergraduate teaching and to a liberal arts and sciences private university. Please send letter of application, three letters of recommendation, and a curriculum vitae by February 1, 1992 to: Professor Daniel Bormann, Chair, Humanities Division, Pacific University, Forest Grove, Oregon 97116. Pacific University is an EO/AA employer.

Communication Disorders/Sciences: Eastern Illinois University, Charleston, Illinois 61920. Beginning August 23, 1992. Supervision of undergraduate and graduate practicum students in all campus and on-campus clinics and assist in other academic teaching responsibilities as service. Occupancy of a faculty office. Master's plus 30 hrs. and clinical fellowship required. Experience in public schools and collaborative practicum preferred. Previous supervisory experience required. Application due February 14, 1992 to Robert Augustine, Chairperson. AA/EOE. Applications from women, minorities and handicapped individuals encouraged.

Communication Education: Indiana State University invites applicants for an anticipated tenure track Assistant Professor position in Communication Education. Primary responsibilities include supervising student teachers and teaching communication methods. Handicap in speaking or speech disorder preferred. Applicants must demonstrate a commitment to excellence in teaching and scholarship. Ph.D. preferred. Salary competitive. Send applications and vita to Edwin Bowles, Chairperson, Search Committee, Department of Communication, Indiana State University, Terre Haute, Indiana 47809. Applications must be received after February 17, 1992 unless position is filled. ISU is an AA/EOE.

Communication: Michigan Technological University. The Department of Humanities invites applications for a tenure-track Assistant Professor beginning August 1992. The Department has undergraduate B.S. and Ph.D. programs in Rhetoric and Technical Communication. We are seeking someone to teach undergraduate communication with an interest in critical approaches and ethical issues. Desirable secondary interest in interpersonal/relational communication. Applicants must have a Ph.D. or be close to completing the degree. Send letter of application, vita, and three letters of recommendation to Jennifer Daryl Slack, Chair, Communication Search Committee, Department of Humanities, Michigan Technological University, 1400 Townsend Drive, Houghton, Michigan 49931-1295. Applications must be received by March 1. Review of applications will begin on March 1 and will continue until the position is filled. MTU is an Affirmative Action, Equal Opportunity Employer/Educational Institution

Computer Information Systems Instructor/Assistant Professor in Business Computer Information Systems; nine-month, tenure-track; salary: $31,000-$45,000 depending on qualifications. Kenai Peninsula College, Soldotna, Alaska. Minimum Requirements: Master's degree in Management Information Systems. Computer Information

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Computer Science, Civil Engineering Department invites applications for a tenure-track faculty position to teach courses in the Civil Engineering Department effective August 19, 1992. The Candidate should have a doctorate in Architecture, Architectural Engineering, Construction Engineering or Environmental Engineering. The candidate must have a record of success in a variety of undergraduate and graduate courses. A strong background in computer aided CAD is preferable. The candidate must be self-motivated and committed to vitalize the existing program. The candidate is expected to develop a vigorous scholarship research program in his/her field of expertise. Familiarity with state-of-the-art civil engineering, industrial experience and a professional license are highly desirable. The successful candidate for this position must exhibit leadership, fund-raising capability and a strong commitment to multicultural, multinational, multilingual environment. Qualified applicants will be selected from applications received before March 1, 1992, or until the position is filled. Minorities and women are encouraged to apply. Send resumé or curriculum vitae with three letters of reference to: Dr. Frank A. Chubjardieff, Acting Chair, Civil Engineering Department, Room E-106, CSUF, Fullerton, California 92634-9480; telephone (714) 773-3172/3036. Affirmative Action, Equal Opportunity, Title IX Employer.

Yale University

School of Forestry and Environmental Studies

205 Prospect Street
New Haven, CT 06551

FOREST MANAGEMENT

The Yale University School of Forestry and Environmental Studies is seeking to appoint a tenured Professor of Forest Management to teach and advise graduate students, conduct original research, and take a leading role in the development of the Weyerhaeuser Program in Forest Resource Management and Policy. The person must have an active research interest in the management of forests for wood products but should also be interested in integrating the multiple uses of forest resources. Interacting with other members of the faculty through interdisciplinary teaching or research is important. A Doctoral degree is required.

Please send curriculum vitae; statement of research and teaching interests; the names, addresses, and telephone numbers of three references; and reprints and other examples of academic and professional work to: Professor John C. Gordon, Chair, Forest Management Search Committee.

Deadline for receipt of applications is February 15, 1992 or until suitable candidates are found. The position will be available July 1, 1992. For further information about the Yale School of Forestry and Environmental Studies and the position described above, call 203-432-5076 or 203-432-5107

BIOMETEOROLOGY

Applications are invited for the position of Assistant Professor of Biometeorology in the School of Forestry and Environmental Studies at Yale University. The successful applicant will be expected to teach a comprehensive graduate-level course in atmospheric science and applied courses in biometeorology. Collaboration with other members of the faculty in team-taught courses and seminars (e.g., Forest Management for the Amelioration of Air and Water Resources) is encouraged. The applicant also will be expected to develop and sustain a research program in biometeorology with a focus on micro- and mesoscale phenomena. Interdisciplinary work that examples, studies of ecosystem structure and function, the transport and ecological impact of air pollutants, and global change with other members of the faculty, including researchers in the Department of Geology & Geophysics, is strongly preferred.

Please send curriculum vitae; statement of research and teaching interests; the names, addresses, and telephone numbers of three references; and reprints and other appropriate examples of academic and professional work to: Dr. Kristina Vogt, Chair, Appointments Committee.

Deadline for receipt of applications is February 15, 1992 or until suitable candidates are found. The position will be available July 1, 1992. For further information about the Yale School of Forestry and Environmental Studies and the position described above, call 203-432-5128 or 203-432-5076.

NATURAL RESOURCE ECONOMIST

The Yale University School of Forestry and Environmental Studies is seeking to appoint an Assistant Professor of Natural Resource Economics to teach and advise graduate students and to conduct original research. Candidates with background training either in economics, agricultural economics or forest economics are desirable. The individual is expected to apply economics to a broad array of resource questions and be willing to interact with a diverse set of colleagues in an interdisciplinary program. The applicant should have an active research interest in at least one of the following areas: forests, wildlife, energy, water, fisheries, and pollution.

Please send curriculum vitae; statement of research and teaching interests; the names, addresses, and telephone numbers of three references; and reprints and other examples of academic and professional work to: Professor Robert O. Mendelsohn, Chair, Natural Resource Economics Search Committee.

Deadline for receipt of applications is February 15, 1992 or until suitable candidates are found. The position will be available July 1, 1992. For further information about the Yale School of Forestry and Environmental Studies and the position described above, call 203-432-5128 or 203-432-5076.

ANIMAL OR WILDLIFE ECOLOGIST

The Yale University School of Forestry and Environmental Studies is seeking to appoint an Assistant Professor of Animal or Wildlife Ecology to teach and advise graduate students and to conduct original research. Teaching responsibilities include courses in wildlife ecology and population ecology. Candidates working with terrestrial vertebrates, and/or with conservation and management ecology are especially encouraged to apply. Applicants should have an interest in basic research and its applications to natural resource management and conservation, and be willing to interact with a diverse set of colleagues in an interdisciplinary program. Postdoctoral experience is desirable.

Please send curriculum vitae; statement of research and teaching interests; the names, addresses, and telephone numbers of three references; and reprints and other examples of academic and professional work to: Professor Steven R. Beissinger, Chair, Animal or Wildlife Ecologist Search Committee.

Deadline for receipt of applications is February 15, 1992 or until suitable candidates are found. The position will be available July 1, 1992. For further information about the Yale School of Forestry and Environmental Studies and the position described above, call 203-432-5120 or 203-432-5076.

RESOURCE POLICY

The Yale University School of Forestry and Environmental Studies is searching for a tenure-track faculty member in the area of Resource Policy at the Assistant or Associate Professor level. Appropriate candidates should have a scholarly record of research and publication in matters relating to the formulation and implementation of resource policy. An interest in issues concerning natural resources conservation and management, or formulation and implementation of international resource policy, is desired. Candidates can be trained in a variety of social science and environmental disciplines, although a political science background is preferred.

Please send curriculum vitae; statement of research and teaching interests; the names, addresses, and telephone numbers of three references; and reprints and other examples of academic and professional work to: Professor Stephen R. Kellert, Chair, Resource Policy Search Committee.

Deadline for receipt of applications is February 15, 1992 or until suitable candidates are found. The position will be available July 1, 1992. For further information about the Yale School of Forestry and Environmental Studies and the position described above, call 203-432-5120 or 203-432-5076.

Yale University is an *Equal Opportunity, Affirmative Action Employer.*
Women and minority group members are encouraged to apply.

The College of WILLIAM & MARY

School of Education

Faculty Position in Educational Administration

We invite applications for an Assistant Professor position in the Educational Administration Program of the School of Education. Applications from women and minorities are especially encouraged. This tenure-track appointment will begin in August 1992, and it provides an opportunity to assume a central role in the School's Master's, Educational Specialist, and doctoral programs in Educational Administration. These programs currently enroll approximately 150 part-time and full-time students.

Qualifications: An earned doctorate in Educational Administration, with an emphasis in general administration at the K-12 level, particular interest and expertise in organizational development and educational leadership; administrative experience in K-12 education, including experience as a building principal; demonstrated ability to conduct quantitative and/or qualitative research; and evidence of scholarly contributions to the field of educational administration through research, publications, and presentations at professional meetings. Appropriate teaching experience at the graduate level is also highly desirable.

Responsibilities: Teach master's through doctoral courses in educational administration, including required courses in the principalship, organizational development, and educational leadership; assist in supervising practica and internships in educational administration; advise students at all programs levels; serve on examination committees and direct doctoral dissertations in educational administration; maintain scholarly productivity in research, publications, and presentations at professional meetings; participate in School and university-wide governance; and provide service to the field.

The Setting: The College of William and Mary, chartered in 1693, is the nation's second oldest academic institution. It is a highly selective, medium-sized state university committed to excellence in the liberal arts and in graduate professional education. The School of Education has 35 full-time faculty members and enrolls approximately 250 undergraduate students and 900 full-time and part-time graduate students in a full range of master's, Ed.S., and Ed.D. programs.

Application materials should include:

1. A brief cover letter which explains professional education, experience, and suitability for the position
2. A concise current resume
3. The names, addresses (including titles and institutions), and telephone numbers of five references

The search committee cannot consider other unsolicited materials. Complete application materials should be sent to:

James Stronge, Chair
Educational Administration Search Committee
School of Education
The College of William and Mary
P.O. Box 8795
Williamsburg, VA 23187-8795

The review of application materials will begin February 24, 1992, and continue until the position is filled.

The College of William and Mary is an affirmative action/equal opportunity employer.

ASSOCIATE OR FULL PROFESSOR
EDUCATIONAL ADMINISTRATION
Southern Connecticut State University

The Department of Administration and Supervision in the SCSU School of Education invites applications and nominations for a full-time, tenure-track position in sixth year professional programs, for the preparation of superintendents of schools and intermediate administrators/supervisors at building and district levels. Each candidate must have successfully completed, or nearly completed, a doctorate in educational administration and have a minimum of five years' administrative experience, two of which must be at central office level, preferably as superintendent of schools. Teaching ability is paramount; a willingness to engage in research, publication, supervision of administrative interns, and service to public schools is essential.

Position available: August 24, 1992, subject to availability of funding.

Minority candidates are encouraged to apply and identify themselves.

A letter of interest, résumé, and names/addresses/phone numbers of three references should be sent by February 15, 1992 to: Dr. Jane W. Ruck, Chairperson, Administration/Supervision Department, Southern Connecticut State University, 501 Crescent Street, New Haven, CT 06515.

Development Development Director. The California Council for the Humanities is Director of Development to design, initiate and manage all Council's fundraising activities, including an annual fund campaign. The Council seeks grants in excess of $600,000 annually and is developing a comic to promote its public programs. The position requires a bachelor's degree (humanities preferred) and five years experience in the positions of increasing responsibility working in development or non-profit organizations. CCH is looking for someone sensitive to civic and cultural issues, with strong organization and leadership skills. The Development Director will work under the direction of the Council's Executive Director and work with the Council Board and Development Committee. Starting salary is $37,000-$45,000, depending upon experience and qualifications. Also, please indicate your salary requirements. Send a letter of interest and resume to: James Quay, California Council for the Humanities, 312 Sutter Street, Suite 607, San Francisco, California 94108. Closing date for applications is Feb. 7. CCH is an equal opportunity employer.

Biology/Zoology Eastern Montana College. Position begins August, 1992. Requirements: Ph.D. in appropriate area with necessary expertise in Biology and Zoology and a commitment to undergraduate teaching and service. Responsibilities: Teaching advanced and introductory biology; and establishment of a research program in ecology involving undergraduates. For additional information, contact Dr. Michael Dennis, (406) 657-2016. Letter of application (including a statement of teaching philosophy and research interests), curriculum vitae, copies of transcripts and three (3) letters of recommendation must be submitted to: Chair, Search #92-8 (Biology/Zoology) Department of Biology, Eastern Montana College, 1500 North 30th Street, Billings, Montana 59101-0298. (406) 657-2178. Preference review of applications begins February 14, 1992. Position open until filled. EEO/AA.

Economics: Jacksonville University is seeking an outstanding individual in the field of economics for a tenure track position at rank of Assistant Professor. Ph.D. preferred. Candidates should have earned a Ph.D. in economics with emphasis in teaching, research, and should have demonstrated a high level of professional promise. Responsibilities include teaching a wide variety of undergraduate economics and finance courses, including principles of economics, intermediate micro and macroeconomics, financial institutions, and money and banking. This is a tenure track position which becomes available on September 1, 1992. Salary and benefits are commensurate with the successful candidate's background and experience. If mutually agreeable, position may include opportunity to administer MBA program. Applications for this position should be sent to: Dr. Felix R. Livingston, Dean, College of Business, Jacksonville University, Jacksonville, Florida 32211. Please include with your letter of application a vita, complete transcripts and three letters of reference. Deadline for application is March 1, 1992. Jacksonville University is an EEO/AA employer.

BOSTON COLLEGE

The School of Education at Boston College offers graduate and undergraduate teacher preparation programs in a liberal arts university with a Jesuit tradition of commitment to prepare men and women for service to others. Teacher education programs at the University strive particularly to prepare teachers to work with students who are poorly served by current school practices.

Applications are solicited from individuals who currently hold a doctorate or have substantially completed their dissertation requirements. Candidates must demonstrate a strong record of or potential for scholarly productivity and research in addition to the common expectation of excellent teaching ability, scholarly research, service to the community and to the School of Education, and undergraduate and graduate student advisement. Positions are open with expertise in the following areas:

Counseling Psychology. (Search expanded to include all ranks.) Individual with expertise in multi-cultural counseling, alcohol/drug abuse counseling, or counseling survivors of violence for APA-accredited Counseling Psychology Doctoral Program emphasizing a scientist practitioner model. The program emphasizes a life span developmental perspective and has a doctoral and master's level counseling psychologists and counselors in primary prevention and treatment strategies within community settings (e.g., schools, private and VA hospitals, homeless shelters, university counseling centers, community mental health centers). The faculty seek an individual who will help increase students' understanding of diverse clients and cultures. A doctorate in Counseling or Clinical Psychology with clinical experience, funded research, and publications are required. Applications will be reviewed after February 1, 1992.

Developmental Psychology. (Assistant Professor, Tenure Stream.) Individual committed to educating students to work with inner city children and youth in human service fields and schools. Position involves teaching developmental psychology and interpersonal relations or personality theories to undergraduate and graduate students. Preference given to candidates whose research and writing address issues of cultural diversity concerning urban children and youth, who use qualitative methodologies and who have potential to secure outside funding. Applications will be reviewed after February 1, 1992.

Candidates should submit a letter of application, full curriculum vitae, and three writing samples to:

Office of the Dean
School of Education
Campion Hall 101
Boston College
Chestnut Hill, MA 02167

Boston College, a co-educational Jesuit University of 9,000 undergraduates and 5,000 graduate and professional students, is committed to the ideal of excellence and service to others. An Equal Opportunity, Affirmative Action Employer.

Juniata COLLEGE

Search Continued: BIOLOGY

Juniata College invites applications for a continuing position in Biology. The appointment will be made at the associate professor level with the expectation that the successful candidate will serve as department chair.

The College seeks a person with the following demonstrated skills and abilities:

1) skills to be an affective and stimulating teacher,
2) interpersonal and administrative skills requisite for leading and administering a diverse and vigorous department with a large number of students,
3) the ability to mount and sustain an affective research program that involves undergraduates in the area of neurobiology or a closely related field.

The desired specialty is neurobiology with experience in molecular techniques. The teaching responsibilities will include a course in neurobiology. Ability to teach physiology or microbiology would be a plus although it is not required. Released time is available in the first year of the appointment for research and/or curriculum development.

Juniata College is a highly selective independent liberal arts college with traditional strength in the natural sciences. Located in the central highlands of Pennsylvania, the College has an enrollment of 1100 undergraduates with a faculty of 76. The College has recently received major grants from the Whitaker and Kresge foundations in support of new laboratory facilities in the Biological Sciences and from the Howard Hughes Medical Institute to strengthen undergraduate programs in biology and chemistry. The successful candidate will have the opportunity to help lead in the ongoing efforts at curriculum development.

Send letter of application and resume to Dr. Karen Wiley Sandler, Vice President and Dean of Academic Affairs, Juniata College, Huntingdon, PA 16652. Review of applications will begin January 20 and continue until the position is filled. Juniata College is committed to cultural and gender diversity and encourages applications from women and minority candidates. AA/EOE.

Human Resources/EEO-AA Office, Eastern Montana College, 1500 North 30th Street, Billings, Montana 59101-0298. (406) 657-2178. Preference review of applications begins February 14, 1992. Position open until filled. EEO/AA.

Economics: Tenure-track position for September 1992. Ph.D. or ABD. Teach Industrial Organization, and courses in Economic History, Quantitative Methods, and Principles of Economics. Minorities particularly encouraged to apply. Send curriculum vitae, graduate transcripts and three letters of reference to: Dr. William B. Julier, Dean of the College, Monmouth College, Monmouth, Illinois 61462.

Economics: Assistant Professor of Economics to teach undergraduate and graduate courses in Economic Theory, Money and International Economics and Quantitative Methods. Tenure track position. Requires Ph.D. with major in Economics. Salary competitive with qualifications. Starting date: September 1, 1992. Applications must be in by February 28, 1992, to: Annie C. Schlender, Jr., Ph.D., Director, Division of Business Science, Mercer University Graduate and Professional Center, 3001 Mercer University Drive, Atlanta, Georgia 30341. Mercer University is an Equal Opportunity Employer.

Editor: The Papers of the Jackson Presidential Series. A doctorate in history and experience or demonstrated ability to documentary editing are required. Address applications to W. W. Abbot, The Papers of George Washington, 504 Alderman Library, University of Virginia, Charlottesville, Virginia 22903.

Education: Assistant Professor of Education/Educational Resources, Jacksonville State University, located in Northeast Alabama, is seeking applications for a nine (9) month tenure track position. Hours of specialization area Secondary Education. Ability to establish and maintain effective working relationships with students, faculty, staff, and public schools. Starting date: September 1, 1992. Send letter of application, resume, and three letters of reference to: Dr. Barry Wadsworth, Search Committee Chair, Department of Psychology and Education, Jacksonville State University, Jacksonville, Alabama 36265. An EEO/AA Employer.

Education: Assistant Professor of Psychology and Education, Beloit College, The Mount Hobolyn College, The Department of Psychology and Education at Beloit College is seeking candidates for a tenure-track assistant professor faculty position in secondary and middle-school education. Responsibilities include two courses per year (one in winter term and one in Sophomore Seminar), supervision of student teachers, and participation in other department and college activities. Ability to communicate effectively with students, faculty, staff, and public schools is essential. Teaching experience required. Salary: Competitive with benefits. Please submit letter of application, resume, three (3) current letters of reference and official transcripts to: Personnel Services, Jacksonville State University, Jacksonville, Alabama 36265. An EEO/AA Employer.

Education: Tenure-track position teaching secondary social studies methods and supervising secondary education clinical experiences. Preference to applicants with experience in educational psychology and/or multicultural-sensitive pedagogy. Willingness to engage in scholarly activities to include collaborative research with local schools. Participation in a sophomore-level interdisciplinary seminar. Ability to teach courses in secondary social studies, educational research, curriculum, educational foundations. Notes of scholarly activity expectations: Publish in professional journals; make presentations to professional and community associations. Professional qualifications required: Appropriate doctorate; at least three years' public school teaching experience; record of scholarly achievement. Special duties required: Supervise clinical experiences (each off-campus course; some) teach educational, college, and secondary methods; provide service to secondary schools and to the wider education community. Special requirements: Good communication skills. Participant/member of appropriate professional organizations; commitment to diversity; ability to communicate effectively with students, faculty, staff, and public schools; ability to establish and maintain effective working relationships with students. Salary: Competitive with benefits. Deadline for application: February 28, 1992. Please send letter of application, resume, three (3) current letters of reference and official transcripts to: Personnel Services, Jacksonville State University, Jacksonville, Alabama 36265. An EEO/AA Employer.

Education: Position open for Fall 1992 teaching education courses and supervision of their dissertation will also be considered. Evidence of administrative ability. Hours: Hofstra is committed to fostering multicultural diversity in its faculty, staff and students, as an affirmative action, equal opportunity employer, and especially encourages women and minorities to apply. We will begin reviewing applications on February 10, 1992. Please send letter, a statement of teaching and professional interests, and three letters of reference to: Dr. Barry Wadsworth, Search Committee Chair, Department of Psychology and Education, Hofstra College, Hofstra University, Hempstead, New York 11550.

SOUTHEASTERN LOUISIANA UNIVERSITY
Hammond, LA 70402

The College of Education is seeking Assistant/Associate Professors for the following tenure-track positions:

DEPT. OF EDUCATION. Effective August, 1992. Ph.D./Ed.D. Teaching, research, and service required. Evidence of scholarly and professional activity; university teaching experience desirable. Application deadline: March 15, 1992; or until qualified applicants are identified. Contact Martha Head, P. O. Box 749-SLU, Hammond, LA 70402; telephone (504) 549-2221.

Educational Administration: Teaching duties in administration/supervision. Experience as elementary/secondary teacher and administrator.

Educational Psychology: Teaching duties in educational psychology. Experience in an appropriate educational setting preferred.

Elementary Education: Teaching duties in elementary education methods. Experience as elementary teacher required.

Reading Education: Teaching duties in reading/literacy. Experience as an elementary teacher required.

DEPT. OF SPECIAL EDUCATION. Two openings for Fall 1992 beginning in August. Ph.D. preferred. Teaching responsibilities include undergraduate/graduate/graduate adaptive physical education and sports medicine classes leading to certification; maintaining a focused program of research and scholarship; maintaining a vigorous program development, committee work and other department assignments. Review of completed applications begins March 4, 1992 and continues until position is filled. Submit letter of application, vita, and three letters of reference to Betty Baker, P. O. Box 845-SLU, Hammond, LA 70402.

Southeastern Louisiana University is an Affirmative Action, Equal Opportunity Employer and is actively seeking a diversified staff.

NURSING FACULTY POSITIONS

Key tenure leading faculty positions available for Fall, 1992 in **Administration, Gerontology, or Oncology.** College offers BSN, MSN, and PhD in nursing. Clinic supportive of research and scholarly activity with established Nursing Research Center and successful history of external funding. College is part of the only state supported university in Nebraska and of an academic health science center with recognized leadership in liver and bone marrow transplants and cancer research.

Qualifications for the position include: doctorate in nursing or related area, masters in nursing with appropriate specialization, teaching experience at the graduate level is specialty area, and evidence of research and scholarly productivity. Salary and rank commensurate with education and experience. Send letter of interest, curriculum vitae, and names of three references to:

Dr. Rosalee C. Yeaworth
University of Nebraska Medical Center
College of Nursing
600 South 42nd Street
Omaha, Nebraska 68198-5330

AA/EOE

UNIVERSITY OF SAN FRANCISCO

School of Education

invites applications for faculty positions commencing Fall 1992

Curriculum and Instruction: Applicant will teach doctoral level courses in Curriculum & Instruction including but not limited to courses in outcome-based instruction, criterion referenced instruction, educational systems management, and personnel supervision and evaluation. In addition, he/she will direct doctoral dissertation research in basic behavioral sciences applied to education and instruction. Applicant must be:

- Knowledgeable in outcome-based curriculum and instruction.
- Skilled in curriculum design and in qualitative and quantitative analysis.
- Knowledgeable of current trends in psychological foundations of learning.
- Knowledgeable in computer and related media applications.

International and Multicultural Education: Applicant will teach courses in, but not limited to, teaching English as a second language and bilingual theory. In addition, he/she will direct doctoral dissertations and master's thesis development. Applicant must be:

- Knowledgeable in the areas of ethnography, historical and participatory research.
- Knowledgeable in teaching English as a second language and bilingual theory.
- Proficient in a language in addition to English
- Skilled in a particular area of expertise directly related to current critical philosophical issues.

Teacher Education: Applicant will coordinate the Teacher Education program and will teach curriculum and instructional methodology courses for prospective elementary and secondary school teachers in both public and private schools. Applicant must:

- Possess knowledge, skills, and experience necessary to coordinate and supervise student placements and teaching in the field and to work with teacher practitioners.
- Be knowledgeable in the areas of curriculum development and instructional technology for elementary/secondary schools.
- Be knowledgeable in current teacher education reform activities.
- Have worked with diverse linguistic and cultural groups in urban and suburban, public and Catholic schools.

The above are tenure track-Assistant Professor positions. Applicants MUST possess a Ph.D. or an Ed.D., in addition to demonstrating scholarly potential through research publication. The University of San Francisco is a private, Jesuit, Catholic institution with an enrollment of approximately 6,000 students.

Salary: Competitive
Application Closing Date: February 21, 1992
A letter of application, vitae and three letters of reference should be mailed to:

University of San Francisco
School of Education - Dean's Office
2130 Fulton Street
San Francisco, CA 94117-1080
Attention: Search Committee (Specify department)
The University of San Francisco is an Equal Opportunity and Affirmative Action Employer.

The University of Tennessee at Martin

The University of Tennessee at Martin is one of four primary campuses of The University of Tennessee. It is located approximately 100 miles north of Memphis and 145 miles west of Nashville. The campus has a combined graduate and undergraduate enrollment of 5,494. The emphasis of the campus is solidly on excellence in undergraduate instruction. We seek candidates who can demonstrate a similar commitment.

SCHOOL OF EDUCATION

CHAIRPERSON—Department of Physical Education and Health. Candidates must have an earned doctorate in the related areas to programs in the department. Successful teaching of the elementary/secondary level; potential for success in administration; strong interpersonal and communication skills; command of curriculum development processes; commitment to teacher education, sports management, and fitness management; demonstration of and commitment to scholarship and service. The Department has a faculty of ten who teach in physical education, health, sports management, and wellness. Duties include administration of all academic programs, cooperative arrangements with Athletic Departments, student recruitment, one-half time teaching, supervision of Wellness Center staff, and accreditation activities. Tenure track Associate or Professor level, twelve month position. Secession of applications will begin on March 2, 1992 and will continue until position is filled. Start date is July 1, 1992.

HEALTH EDUCATOR—Assistant/associate professor, tenure track. Doctorate in Health Education or related area. K-12 and college teaching, strong interpersonal and communication skills, evidence of scholarly productivity, and certification in CPR and First Aid. Candidates must have the ability to teach a variety of health and community health courses and physical education. Health education, promotion of wellness and scholarship are expected. Secession of applications will begin on March 2, 1992 and will continue until position is filled. Start date is August 1, 1992.

READING—Assistant/associate professor, tenure track. Doctorate in reading or related field. At least three years K-12 teaching, participation in content area reading, college level teaching, and evidence of scholarly productivity. Duties include teaching undergraduate and graduate courses in reading/literacy education, supervising field experiences/student teaching, advising, and coordinating the University's Developmental Reading Center. Review of applications will begin on February 15, 1992 and will continue until the position is filled. Starting date is August 1, 1992.

EDUCATIONAL ADMINISTRATION AND SUPERVISION—Assistant/associate professor, tenure track. Doctorate in Educational Administration, Tennessee Administrator or Supervisor Certificate or equivalent. Experience as superintendent, instructional supervisor, or principal. Teaching experience at the university level. Duties include teaching, advising, service to public schools, scholarly productivity, and supervision of practicum. Review of applications will begin on February 15, 1992 and will continue until the position is filled. Starting date is August 1, 1992.

Submit applications to Dr. Gary S. Ruch, Dean, School of Education, The University of Tennessee at Martin, 237 Gooch Hall, Martin, TN 38238. Candidates should include a letter of application, a current resume, and three references. Please specify the position you are interested in filling.

SCHOOL OF BUSINESS ADMINISTRATION

ACCOUNTING—Assistant, associate/full professor, tenure track. Doctorate, certification and research experience preferred. Responsibilities of this position include teaching, research and outreach activities. Teaching responsibilities include undergraduate and graduate courses. Research efforts are expected to result in publications that advance knowledge and/or improve practices in accounting. Outreach activities include working with private and public organizations.

MARKETING—Assistant/associate professor, tenure track. Doctorate in marketing with a publication record preferred. Responsibilities include teaching selected marketing courses at the undergraduate and MBA levels; engaging in research with scholarly productivity; advising students; and participating in administration and governance activities of the school and the university. Applicants should be interested in effective, innovative teaching and curriculum development.

MANAGEMENT INFORMATION SYSTEMS—Assistant/associate professor—tenure track. Doctorate in information systems with excellent credentials in business administration and a publication record preferred. Responsibilities include teaching undergraduate and MBA courses; advising students; and participating in administrative and governance activities of the school and university. Applicants should be interested in effective, innovative teaching and curriculum development.

Appointment in the School of Business Administration above the rank of Assistant Professor requires appropriate experience and a record of research and publication in scholarly journals. Excellent oral and written communication skills and an ability to relate effectively with all persons served by the university are required. Review of applications will begin February 15, 1992, and continue until the positions are filled. Starting date is August 1, 1992.

Submit applications to Dr. Gary F. Young, Dean, School of Business Administration, The University of Tennessee at Martin, 102 Business Administration Building, Martin, Tennessee 38238. Candidates should include a letter of application specifying position in which you are interested and a current resume.

The University of Tennessee at Martin is an affirmative action, equal opportunity employer. We are particularly interested in receiving nominations of and applications from women and minority candidates.

University of Central Florida
CHAIR
DEPARTMENT OF HEALTH SCIENCES

The Department of Health Sciences at the University of Central Florida invites nominations and applications for senior faculty to serve as chair. An earned doctorate is required. Applicants should possess strong administrative, leadership and organizational skills, a strong record of scholarly publications and research, a record of resource development, knowledge of accreditation processes, experience in curriculum planning and development, and an ability to work and communicate effectively with students, University personnel and community leaders. The successful candidate must be eligible for tenure in the department.

The Department of Health Sciences is composed of programs in Cardiopulmonary Sciences, Health Sciences, Medical Laboratory Sciences, Medical Record Administration, and Radiologic Sciences. The Department offers Bachelor of Science degrees in each of the programs, and a Master of Science in Health Sciences with options in Health Services Administration, Health Education Administration, and Advanced Clinical Skills.

The University of Central Florida is a dynamic and growing university. In past years, enrollments have increased at a rate of more than 10% annually. The 1991-92 student body is approximately 21,500. The Department of Health Sciences has approximately 280 undergraduate majors among the five program areas, and 80 students in the Master of Science program.

Applicants should submit a letter of application, curriculum vitae, and three letters of reference to:

Chair, Search Committee
Department of Health Sciences
College of Health and Public Affairs
University of Central Florida
Orlando, Florida 32816-0125

Screening of applications will begin on February 20, 1992 and continue until the position is filled. UCF is an Affirmative Action, Equal Opportunity Employer. As an agency of the State of Florida, UCF makes all search materials available for public inspection.

Counselor Education
North Dakota State University

July 1, 1992 Assistant Professor, 12 month, tenure track. Seeking person to teach graduate courses in counselor education with options in school, chemical dependency, and clinical/mental health counseling. Responsibilities would include internship supervision, professional service, and research. Doctorate with two years counseling experience and eligible for professional credential license in area of specialization. University teaching and scholarly activity very desirable. Salary competitive. Applicants should send complete vita, official transcripts and list of references to:

Dr. Robert C. Nielsen
Search Chair
School of Education
North Dakota State University
Fargo, North Dakota 58105

Closing Date: January 31, 1992 or until position is filled. NDSU is an Equal Opportunity, Affirmative Action Employer.

Economics MA's, ABD's and Ph.D.'s
The Civic Education Project—an educational program sponsored by the Soros Foundation and Yale University to assist reform efforts in Central European and former Soviet departments—is recruiting young economists for year-long teaching appointments in Czechoslovakia, Hungary, Romania, Bulgaria, and the Baltic States. Deadline: February 10, 1992. For brochure and application call (203) 432-3218.

Teaching experience in secondary school setting. Starting date: August 20, 1992. Application deadline: open until filled. Send cover letter, resume, three letters of reference, graduate school transcripts, and a copy of teaching license to: Gerald J. Konzen, Director of Human Resources, Loras College, Dubuque, Iowa 52004-0178. AA/EOE. Women and minorities encouraged to apply.

Education: Charleston Southern University has applications for an Assistant Professor in Early Childhood/Elementary Education, available August 1, 1992. Candidates must have a Ph.D. or Ed.D. in Early Childhood/Elementary Education. A minimum of three years' public school teaching experience in the elementary school level is required. Charleston Southern University, a private, liberal arts institution, affiliated with the South Carolina Baptists, enrolls, with over 1,400 students offering both undergraduate and graduate degrees in education. Applications from minority groups are encouraged. Review of applications will begin January 15, 1992 and continue until the position is filled. Send letter of application, resume, three (3) current letters of reference to: Dr. Patricia Bower, Department of Education, Charleston Southern University, P. O. Box 10087, Charleston, South Carolina 29411. Charleston Southern University is an affirmative action employer and does not discriminate on the basis of race, color, national or ethnic origin, handicap or sex.

EDUCATIONAL LEADERSHIP
Fall 1992

Full Professor of Educational Leadership. The candidate must be able to demonstrate a strong commitment to the educational administration reform movement and to the development of a doctoral program focusing on the growing cultural diversity of central and south Texas. Responsibilities include teaching in the doctoral development team, supervising research, teaching, advising students, and assisting in the ongoing development of a strongly established Master's Degree and Certificate programs in Educational Leadership. Required qualifications: Doctorate from an accredited institution; a record of scholarship commensurate with appointment to full Professor rank with tenure, extensive full university teaching experience; demonstrated ability to interact in a collaborative manner with faculty, commitment to addressing the needs of a culturally diverse population; collaborative experience with public school districts. Send a letter of application stating interest in the position and a summary of how the required qualifications are met and an understanding of the educational administration reform movement. Along with the letter, please include a vita, a list of five people who may be contacted as references, and a transcript. Mail to: Chair, Educational Leadership Search Committee, Division of Education, The University of Texas at San Antonio, San Antonio, Texas 78249-0664. The deadline for submission of applications is March 1, 1992. The UTSA is an Affirmative Action, Equal Opportunity employer. Women and minorities are encouraged to apply.

Southern University is an affirmative action employer and does not discriminate on the basis of race, color, national or ethnic origin, handicap or sex.

Education: The Department of Education at the College of St. Francis invites applications for a full-time faculty position in the Assistant Professor level beginning August 1992. Responsibilities: classroom instruction—Educational Psychology and elementary certification courses, supervision of student teachers, academic advising, and service to the department. Qualifications: Ph.D./Ed.D. required; minimum of three years' successful elementary and/or secondary teaching experience required, college teaching preferred; organizational and interpersonal skills; and an understanding of the mission of a Catholic college and commitment to the liberal arts. The College of St. Francis is a Catholic college offering programs in the liberal arts and sciences as well as professional, pre-professional and career programs at both undergraduate and graduate levels. CSF is located 35 miles southwest of Chicago. CSF is an Equal Opportunity Employer and encourages the applications of qualified women and minorities. Salary and benefits are competitive. Send letter of application, resume, sample syllabi, three letters of reference, and transcripts to Ms. Joanne Cooper, Education Search Secretary, College of St. Francis, 500 Wilcox Street, Joliet, Illinois 60435. Review of applications will begin February 15, 1992, and will continue until the position is filled.

UNITY COLLEGE IN MAINE

FACULTY POSITIONS

Unity College, a small, independent college founded in 1965, offers bachelor's and associate degrees specializing in natural resource management within a liberal arts context. Majors include conservation law enforcement, outdoor recreation leadership, park management, environmental policy, wildlife, aquaculture, fisheries, other environmental sciences and a bachelor of arts in interdisciplinary studies. Unity's mission includes: 1) education of motivated students from all strata of previous educational experience. 2) importance of all forms of experiential education; 3) general education requirement of forty percent of all course work.

Located on 185 acres of fields and woodlands set among the rolling hills of central Maine, the college strives for a selective enrollment of 425 students who form a close-knit community with faculty and staff—all of whom share a love of the outdoors and a commitment to the personal development of each individual. Unity is a small New England town within easy driving distance of Maine's famous seacoast, excellent skiing and the cities of Waterville, Augusta and Bangor.

Positions will be filled at the rank of assistant professor or instructor salary [illegible] range, $22,500-$31,250, both commensurate with experience. Unity College faculty enjoy academic freedom with long-term contracts instead of tenure.

BOTANY
Coordinate Ecology major, share enthusiasms in Plant Systematics, Plant Physiology, and Horticulture and participate in General Biology and advanced Ecology. Master of Science required

ENGLISH
Teach composition, American literature and other interdisciplinary humanities courses. Ph.D. in English preferred

PARK MANAGEMENT
Oversee growth of the Park Management major; develop and teach courses such as Introduction to Park Management, Interpersonal Relations, and upper level courses, as well as oversee an active internship program. Work in conjunction with Conservation Law Enforcement and Outdoor Recreation programs. Desirable qualifications include work experience in the field of park management, teaching experience; a master's degree is required, doctorate in park management or related field is preferred.

PHILOSOPHY/HUMANITIES
Team-teach upper-level course on Great Issues and possibly lower-level course on *Humanities in World Civilization*. Provide wide array of non-major philosophy courses which may include ethics, social and political philosophy, religion, philosophy of science, and aesthetics. Ph.D. preferred.

TO APPLY: Please send letter of application, résumé and names of at least three professional references to:

Provost's Office
(Faculty position) Search
Unity College
Unity, ME 04988-9512

Application review begins on February 12, 1992. Unity College, an equal opportunity employer, encourages applications from women and minorities.

OAKLAND COMMUNITY COLLEGE

ENGLISH

Oakland Community College is currently accepting applications for a full-time, ten-month faculty position in English. The College is a public multi-campus institution located in suburban Detroit, Michigan. It serves 29,000 students in nearly one-hundred programs, most of which lead to an associate degree.

Qualifications: Master's Degree, or higher degree, or equivalent, in English or English Education. Preferred candidates for this position must have course work and experience appropriate to teaching developmental, basic, and regular freshman writing courses. They should be current in the theory and practice of composition instruction. Recent course work and/or experience in teaching remedial and developmental reading courses is also highly desirable.

Salary: Commensurate with background and experience. Excellent benefits.

Applicants will be required to complete an application form and provide a current résumé, copies of transcripts for all degrees earned (photo copies acceptable), and salary history.

To receive an application form, please call the Human Resources Department at (313) 540-1578. Refer to position no. 92-03-6.

Deadline to apply: completed applications must be returned by 5:00 on *Friday, February 14, 1992* (postmarks not accepted).

An Equal Opportunity, Affirmative Action Employer

Education Rutgers, The State University in Camden, New Jersey, invites applications for a full-time tenure track Assistant Professor of Education beginning September, 1992. Applicants must have an earned doctorate in Curriculum and Instruction and evidence of experience and interest in urban education. Preference will be given to candidates with publications, community service and teaching experience. Send letters of application, current vitae and references by February 17, 1992 to the Education Department Chairperson: Miriam T. Chaplin, Department of Education, Rutgers University, 311 North Fifth Street, Camden, New Jersey 08102.

Education Assistant Professor, tenure track, August, 1992. Ed.D./Ph.D. and scholarly agenda required. At least three years of teaching experience at the K-12 level. Elementary generalist in language arts and reading. Youth early childhood curriculum and methods. NCATE knowledge of field. Bachelor's and master's in early childhood and middle grades education and secondary education minor. NCATE accredited. Berry College is a selective 1700-student college located near Rome, Georgia approximately midway between Atlanta and Chattanooga, Tennessee. Listed by U.S. News and World Report as one of the top colleges in the United States. Send curriculum vitae, transcripts, and three letters of recommendation by February 28, 1992 to: Dr. Frederick J. Abel, Head, Department of Education and Psychology, 1109 Berry College, Mount Berry, Georgia 30149-5019. EOE.

Education: Coordinator of Student Teaching and Field Experiences, tenure track, rank and position dependent on candidate's interests and experiences. Teach in the area of middle grades/secondary methods, curriculum, for D.Ed./D.Phil. and schools practicum; three years 7-12 experience, middle grades or secondary generalist with a social studies/English education background. NCATE knowledge desired. Bachelor's and master's degrees in early childhood and middle grades education and secondary education minor. NCATE accredited. Berry College is a selective 1700-student college located near Rome, Georgia approximately midway between Atlanta and Chattanooga, Tennessee. Listed by U.S. News and World Report as one of the top colleges in the United States. Send curriculum vitae, transcripts, and three letters of recommendation by February 28, 1992 to: Dr. Frederick J. Abel, Head, Department of Education and Psychology, 1109 Berry College, Mount Berry, Georgia 30149-5019. EOE.

Education: Supervisor of Student Teaching, tenure track position beginning September 1, 1992 pending final budget approval. Salary negotiable. Earned doctorate in elementary curriculum and instruction or related field is preferred. Applicant must have a record of teaching experience in elementary schools and be able to work with student teachers. Ability to teach Basic and Intermediate Spanish is desirable. Screening of applications will begin February 17, 1992. Send resume, three letters of recommendation, transcripts, and salary requirements to: Dr. Bryce Cooper, Chairperson, Recruitment Chair, Department of Elementary Education and Reading, State University College at Buffalo, 1300 Elmwood Avenue, Buffalo, New York 14222. SUCB is an affirmative action, equal opportunity employer.

Elementary Education: Assistant/Associate Professor in tenure-track position to teach undergraduate and graduate courses with emphasis in elementary school methods. Also required are study seminars and participation in diverse planning activities. Doctorate in Elementary Education, public school teaching experience, background in curriculum development/instructional design, and solid student advisement experience are required. Send application to Dr. Kenneth C. Gonzales, Chairperson, Search Committee, 1800 College, Quincy, Illinois 62301. Deadline: January 31, 1992. EOE.

Elementary Education Assistant Professor of Education, Indiana University Southeast. The Division of Education seeks an individual qualified to teach undergraduate Elementary Methods and to conduct field supervision. The position is available beginning August, 1992. A doctorate degree in Elementary Education or Curriculum and Instruction, a strong background in General Methodology and in Early Childhood, Language Arts, Mainstream Education or Science Education, and three years' teaching experience in an elementary classroom are required. Candidate will be expected to work closely with area schools to develop and provide in-service educational opportunities. Knowledge of computer assisted instruction is desirable. Screening of applications will begin on February 7, 1992 and continue until the position is filled. Send applications, nominations, vitae, transcripts and names, addresses and phone numbers of three references to: Personnel Office, Search and Screen Committee, IUS, 4201 Grant Line Road, Box 91-3, New Albany, Indiana 47150. IUS is an Affirmative Action, Equal Opportunity Employer.

Elementary Education Kutztown University invites applications for one (1) one-year temporary, full-time position which will be a substantial leave replacement in the Department of Elementary Education involving supervision of students during the public school semester, academic advisement, and committee work. Salary will be based on rank at the Instructor or Assistant Professor level. Preferred qualifications include a minimum of three years of teaching experience at the early childhood and elementary education level, current Pennsylvania teacher certification, and a doctorate degree in Elementary Education. Required qualifications include a master's degree in early childhood education. Applicants should send a letter of application, résumé, official transcripts, and three current letters of reference to Dr. Alice L. Monsom, Search Committee Chair, Department of Elementary Education, College of Education, Kutztown University, Kutztown, Pennsylvania 19530. Application deadline is February 20, 1992. Kutztown University, with enrollment of 7,600 students, is a state university in the Pennsylvania State System of Higher Education. Kutztown University is an Equal Opportunity, Affirmative Action Employer. Women and minorities are encouraged to apply.

Pennsylvania State System of Higher Education, Kutztown University is an Equal Opportunity, Affirmative Action Employer. Women and minorities are encouraged to apply.

Elementary Education Kutztown University invites applications for one (1) one-year temporary, full-time position which will be a substantial leave replacement in the Department of Elementary Education beginning with the Fall 1992 semester. Responsibilities include teaching of undergraduate courses in social studies and language arts, supervision of students during the public school semester, academic advisement, and committee work. Salary will be based on rank at the Instructor or Assistant Professor level. Preferred qualifications include a minimum of three years of teaching experience at the early childhood/elementary education level, current teacher certification, and a doctorate degree in Elementary Education. Required qualifications include a master's degree in early childhood education. Applicants should send a letter of application, résumé, official transcripts, and three current letters of reference to Dr. Alice L. Monsom, Search Committee Chair, Department of Elementary Education, College of Education, Kutztown University, Kutztown, Pennsylvania 19530. Application deadline is February 20, 1992. Kutztown University, with enrollment of 7,600 students, is a state university in the Pennsylvania State System of Higher Education. Kutztown University is an Equal Opportunity, Affirmative Action Employer. Women and minorities are encouraged to apply.

LYNDON STATE COLLEGE

FACULTY POSITIONS

Fall, 1992

Lyndon State College is a vigorously growing comprehensive institution with degrees through the master's level. Nested in the mountains of Vermont's Northeast Kingdom, Lyndon enrolls 1,150 undergraduate and 200 graduate and non-degree students, and employs 60 full-time and 50 adjunct faculty.

Lyndon's faculty are specially attentive to an academically diverse student body, including a growing number of non-traditional students. The College's mission emphasizes personal attention to individuals. Faculty are active in campus governance and community service, while a effective teaching is an important measure for continued employment. Successful candidates will also demonstrate ability to work harmoniously with colleagues.

Salary is commensurate with experience under collective bargaining guidelines; generous benefit package is provided.

ECONOMICS: Tenure-track Assistant Professor in Interdisciplinary Social Sciences Department to teach macroeconomics and microeconomics as well as advanced courses. Experience/ability to work with Social Science teacher education programs desirable. Ph.D. in Economics for award of tenure, may appoint A.B.D. with active pursuit of doctorate.

ENGLISH: Two tenure-track Assistant Professor positions with combinations in Renaissance, Seventeenth and Eighteenth centuries, Writing Process or Advanced Composition. All English faculty teach service courses in writing or genre courses in the program. Ph.D. in English for award of tenure; may appoint A.B.D. with active pursuit of doctorate.

MUSIC: One tenure-track Assistant Professor for one-person department. Teach service courses and pre-professional majors in Communications and Elementary Education. Background in contemporary and non-classical forms, technologies (MIDI) and practice desirable. Will coordinate adjunct instructors in applied courses; opportunity to develop curriculum to individual strengths. Ph.D. or M.F.A. in Music for award of tenure; may appoint A.B.D. with active pursuit of doctorate.

Send letter of application and vita (listing names and phone numbers of at least three references) to: Chair, Faculty Search Committee, c/o Dr. Rex C. Myers, Academic Dean, Lyndon State College, Lyndonville, VT 05851.

Position will remain open until qualified applicant is found; review of applications will begin March 2, 1992.

FAIRHAVEN COLLEGE
Western Washington University
Faculty Position: Art/Creativity

Fairhaven College, an interdisciplinary undergraduate division of Western Washington University, Bellingham, seeks an artist to fill a full time tenure track position within a liberal arts curriculum.

Fairhaven College is building a culturally diverse curriculum, faculty and student body and strongly encourages applications from female and various minority candidates. Preference will be given to applicants who can serve well an increasingly diverse university community.

Candidates should be practicing artists with demonstrated interdisciplinary interests and teaching skills. These should include the ability to communicate effectively their knowledge of creativity and the creative process, and of African ethnic and minority arts. Because at Fairhaven all interdisciplinary emphasis, candidates' experience in disciplines other than art will also be considered.

Duties include instruction and advisement of students who are encouraged to take an unusual degree of responsibility for the structure and content of their own education. Instruction tends to be either in small (10- to 25-student) classes or in directing individual and student work projects. The mode of education is highly interactive, both among the students and between the students and faculty.

Employment will begin September 15, 1992. Salary is negotiable subject to qualifications and funding. We will begin considering applications on March 1, 1992.

Send cover letter, résumé and names of three references who can contact to:

Georgia Gerr, Hiring Committee
Fairhaven College, MS 9118
Western Washington University, Bellingham, WA 98225
Phone: (206) 676-3680.

Fairhaven College and WWU are committed to enhancing the diversity of the faculty. Minorities, women, Vietnam-era veterans and persons with a disability are strongly encouraged to apply. WWU is an equal opportunity, affirmative action employer.

MATHEMATICS EDUCATION
WESTERN ILLINOIS UNIVERSITY

The Department of Mathematics invites applications for a tenure-track position in Mathematics Education at the assistant professor level beginning fall 1992 subject to funding. The successful candidate will become part of a corn of several mathematics education faculty in the Department of Mathematics. The Department of Mathematics is responsible for courses in methods courses for elementary, middle, and secondary mathematics teacher education at both the undergraduate and graduate levels in an active mathematics education program. Excellent opportunities are available for in-service consulting and professional development. Doctorate required. The successful candidate must demonstrate superior teaching and participate in research and service activities. Candidates with elementary or middle school emphasis or experience are especially encouraged to apply.

Send curriculum vitae, photocopies of graduate transcripts and at least three letters of reference to: Mackinley Scott, Chairperson, Department of Mathematics, Western Illinois University, Macomb, Illinois 61455.

THE SELECTION PROCESS WILL BEGIN FEBRUARY 17, 1992. WIU IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER. APPLICANTS ARE ESPECIALLY INVITED FROM MINORITIES, WOMEN, AND HANDICAPPED PERSONS.

Head, Department of Education and Psychology, 1109 Berry College, Mount Berry, Georgia 30149-5019. EOE.

Education: Small, private liberal arts college with professional programs seeks assistant or associate professor for undergraduate and graduate education programs. Responsibilities, in addition to teaching and advising, include supervision of student teaching and project/thesis. Ed.D. or Ph.D. preferred. Doctorate, secondary or elementary experience, and experience with reading instruction desired. Knowledge of developmental psychology preferred. Applicants must arrange to have three letters of reference and a resume sent to Search Committee, c/o Dr. Rex C. Myers, Academic Dean, Lyndon State College, Lyndonville, VT 05851.

S.I. NEWHOUSE SCHOOL of PUBLIC COMMUNICATIONS

Applications are now being accepted for six expected tenure-track positions in the School of Public Communications, a recognized leader in mass communications education. The School prepares 1,600 undergraduate students and 100 Master's Degree students for careers in print and broadcast journalism, television, radio, photography, advertising, and public relations. A small doctoral program is also offered. The faculty consists of 50 full-time tenure track and visiting professors. The School's physical facilities are among the most elaborate in the nation. Successful candidates will enter an educational environment which excellence in the classroom is a necessary condition for success. Faculty are also expected to engage in scholarly and creative activity that brings distinction to the School.

For all positions, the MA or MS degree is required (except in highly unusual cases where professional experience is particularly strong). The PhD degree may be preferred depending on the candidate's scholarly agenda. Evidence of scholarly and teaching potential are required. All positions start August 1992.

A. Assistant/Associate/Full Professor to teach Public Relations principles, writing and campaigns. Strong professional experience is desired, particularly in business and corporate communications. Rank and salary negotiable.

B. Assistant/Associate Professor to teach Advertising courses in copywriting for both print and broadcast media, the conception of advertising campaigns, and innovative problem solving in marketing. Strong professional experience is desired. Rank and salary negotiable.

C. Assistant/Associate Professor to teach Broadcast newswriting, reporting, and producing. Significant professional experience in broadcast news, particularly at the network level, is preferred. Knowledge of computers and interest in introducing computers into broadcast news education is desired. Rank and salary negotiable.

D. and E. Assistant/Associate Professors to teach in at least two of the following areas: video and/or sound production, writing for the electronic media, electronic media management and programming, electronic media criticism, and public policy/ethics/law for the electronic media. Knowledge of computers to manage information in the electronic media is desired. Rank and salary negotiable.

F. A fourth position is available for a candidate who can teach in both a broadcast journalism program and a television/radio/film program. Must possess professional skills that combine elements of C, D and E (above). Knowledge of computers is desirable. Rank and salary negotiable at the Assistant or Associate level.

Applications will be reviewed beginning in late January and all searches will continue until the positions are filled. Please provide a detailed vita, evidence of professional and/or academic achievement, and the names and phone numbers of four references. All applications should be addressed to the appropriate chairperson (listed below) at the S.I. Newhouse School of Public Communications, 215 University Place, SYRACUSE UNIVERSITY, Syracuse, NY 13244-2100.

A. Professor Elizabeth Toth
B. Professor Carla Lloyd
C. Professor Dona Hayes
D. & E. Professor Peter Miller
F. Professor Dona Hayes or Professor Peter Miller

Syracuse University is an Affirmative Action/Equal Opportunity Employer. We are committed to a multicultural environment and encourage minorities and women to apply.

UNIVERSITY OF MAINE at Machias

ASSISTANT/ASSOCIATE PROFESSOR OF EDUCATION

(With emphasis in Middle Level Education)

The Education Division of the University of Maine at Machias has a tenure track opening for a person with strong academic background expertise in middle level philosophy, curriculum development and methodology, and in foundations of education.

Applicants should have recent middle school level teaching experience, commitment to excellence in teaching and interest in involvement in instructional resource applications in teaching. Doctorate preferred.

Responsibilities: Teaching, advising, supervising field experience; public service; and willingness to participate in development of a middle level teaching education program, emphasizing interdisciplinary teaching. UMM/public school partnerships serve 64 schools, including two Native American reservation schools.

Position to be filled by SEPTEMBER 1, 1992. Consideration of applications begins MARCH 31, 1992, and will continue until position is filled. Candidates should submit: letter of application; detailed curriculum vitae; minimum of three letters of reference; and a brief statement describing goals and interests to: Virginia S. Chaney, Chair, Education Division, University of Maine at Machias, 9 O'Brien Avenue, Machias, ME 04654; (207) 255-3313, extension 235.

The University of Maine at Machias is a 1,000-student, independently accredited campus of the University of Maine system offering undergraduate degrees in education, liberal arts, science and business. Machias is on the Maine coast, 85 miles from Bangor, 65 miles from Bar Harbor. The ocean, lakes, rivers and forests area provide unsurpassed recreation/travel opportunities.

The University is an Equal Opportunity, Affirmative Action Employer. Minorities are encouraged to apply.

Education: Assistant/Associate Professor, Mathematics Education, Indiana University Southeast. Applicants must arrange to have three letters of recommendation and a resume sent to Search Committee, c/o Dr. Rex C. Myers, Academic Dean, Lyndon State College, Lyndonville, VT 05851.

ST. EDWARD'S UNIVERSITY
AUSTIN • TEXAS

St. Edward's University invites applications and nominations for Fall 1992 for the following position:

Bilingual Elementary Methodologist

Teach courses in bilingual elementary methods, reading, content area, language acquisition and ESL. Supervise field internships and bilingual student teachers. Promote the bilingual education program throughout the state. Perform other responsibilities expected of full-time faculty. Earned Doctorate with graduate work in bilingual elementary curriculum, language acquisition and ESL. Competence to deliver college level instruction in Spanish and a minimum of 3 years teaching experience, preferably at the elementary level. Managerial skills in program administration important. College level teaching experience preferred

St. Edward's University is an independent Catholic university with a commitment to a diversified community. Our current enrollment is 3,000. The campus is located on a hilltop overlooking Austin, the capital city of Texas. The school was founded by the Congregation of Holy Cross and chartered in 1885.

Salary: $27,600-$32,000 for 9 month tenure track appointment.

Rank: Commensurate with qualifications and experience.

Review of applications will begin February 7, 1992, and will continue until position is filled. Submit letter of application, complete curriculum vitae, representative publications/papers, official transcripts and three letters of reference regarding professional performance to:

Dr. Frank Smith, Dean
School of Education, Campus Mail Box 1096
St. Edward's University
3001 South Congress Avenue, Austin, Texas 78704-6489

St. Edward's University embraces excellence through diversity, and especially encourages applications from members of underrepresented groups

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Educational Administration/ Leadership Faculty
ARKANSAS STATE UNIVERSITY
Jonesboro, Arkansas

Positions—Two tenure months, tenure track positions at the rank of assistant or full professor. To begin service August 16, 1992. Have professors will find rank in the Department of Educational Administration & Secondary Education and will be appointed as time facility to the university's Center for Excellence in Education—a newly established unit with responsibility for implementing ASU's first doctoral degree (the Ed.D. degree in educational leadership. Major responsibilities and expectations include teaching graduate-level courses, supervising graduate student research in especially that related to educational leadership, and conducting and publishing research and service in educational leadership.

Qualifications—(1) doctorate in educational administration or leadership, (2) experience as a faculty member or in a leadership level educational administration or leadership program, with superior experience directing doctoral student research and dissertations; (3) competence as a leadership development scholar through published articles in refereed journals, (4) demonstrated competence in teaching at the university level, (5) personal characteristics which will contribute to the racial and gender diversity of the center and department; and, for one of the two positions, (6) interest and ability to teach courses in educational administration and leadership research methodology.

Application Procedure—Submit letter of application that includes discussion of areas of teaching and research consistent with the educational administration/leadership, resume, transcripts, a list of references including addresses and phone numbers, and other pertinent supporting materials (e.g., article reprints, student evaluations, course syllabi, list of dissertations chaired during the past five years) to: Dr. Linda Wessar, Search Committee Chair, Arkansas State University, Post Office Box 2271, State University, AR 72467-2271. Applications will be accepted until the position is filled or the search is closed. Review of applications will begin immediately. Those submitted before February 15th are assured full consideration. ASU is an Equal Opportunity and Affirmative Action Employer; protected status and minority applicants will be given preference and are invited to identify themselves in the application process

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Educational Psychology/Developmental: The Department of Educational Foundations at the University of Wisconsin-Whitewater is requesting full-time Assistant or Associate Professor for a tenure track position beginning August 23, 1992. Applicants must have earned doctorate in Educational Psychology, Child Development, Developmental Psychology, Human Development, or related field. Position involves teaching courses in educational psychology, child development, and developmental psychology which are taught in conjunction with a multicultural/multiethnic emphasis. Qualifications: Applicant must have a record of teaching excellence, ability to teach courses in Educational Psychology, Human Development, or related field. Position involves teaching courses in multicultural environments in schools. Application: Send letter of application, vita, three letters of recommendation, transcripts to: Dr. James Ralphs, Chairperson, Department of Educational Foundations, University of Wisconsin-Whitewater, Whitewater, Wisconsin 53190. Application deadline: March 1, 1992. The University of Wisconsin-Whitewater is committed to excellence in teaching, research, and service. Send letter of application, resume, and the names of three references by February 24, 1992, to: Dr. Donald O. Hensley, Dean of the School of Arts and Sciences, Humanities Education Search Committee, Pennsylvania 17870-1001. Susquehanna is an AA/EEO employer

Elementary Education: Assistant Professor. Tenure-track position beginning September 1, 1992. Salary negotiable. Earned doctorate in curriculum and instruction with expertise in multicultural/multiethnic education. Experience in elementary classroom, middle school, social studies. Minimum of three years teaching experience. Ability to teach graduate level interest in research and writing for publication. Responsibilities include teaching undergraduate courses in math, science, social studies, language arts, curriculum and instruction; work faculty with the use of technology; supervise student teachers and teacher education; teach graduate courses in area of expertise; field supervision; academic advisement; and professional service activities. Review of applications will begin February 15, 1992. Send resume, three letters of recommendation, transcripts, and salary requirements to: Dr. Bryce Cooper, Recruitment Chair, Department of Elementary Education and Reading, State University College at Buffalo, 1300 Elmwood Avenue, Buffalo, New York 14222. SUCB is an affirmative action, equal opportunity employer.

Elementary Education: Assistant/Associate Professor in tenure-track position to teach undergraduate and graduate courses with emphasis in elementary school methods. Also required are study seminars and participation in diverse planning activities. Doctorate in Elementary Education, public school teaching experience, background in curriculum development/instructional design, and solid student advisement experience are required. Send application to Dr. Kenneth C. Gonzales, Chairperson, Search Committee, 1800 College, Quincy, Illinois 62301. Deadline: January 31, 1992. EOE.

MANAGEMENT

Troy State University, Sorrell College of Business announces a tenure-track position in Management beginning September 1992. Ph.D. in Management or participation in a doctoral program preferred. Troy State University is located 50 miles south of Montgomery, Alabama with 4,300 students enrolled. Primary teaching responsibilities are in principles of management, policy and decision making, personnel, labor relations, and other management courses. Candidates should send a letter of application and vita to Office of Personnel Services, Troy State University, Troy, Alabama 36082. Position open until filled. Troy State University is an Affirmative Action, Equal Opportunity Employer.

ESL Professional
American English Institute
University of Oregon

The AEI is looking for 1-2 full-time ESL professionals to begin Sept. 1992.

Qualifications: MA in Applied Linguistics/ESL, min. 3 years teaching experience. Prefer experience in CALL, testing, SLA research and/or teacher training.

Duties: Teaching English to matriculated students and faculty, participating in AEI research and development projects, and interacting with students and faculty in Linguistics Dept.

Salary: $20-25,000 for 9 mo., another 1/3 for summer. Good benefits. Send CV, 3 letters of recommendation by Feb. 21, 1992 to Dr. Jacquelyn Schachter, Dir., AEI, 107 Pacific Hall, Univ. of Oregon, Eugene, OR 97403. Tel (503)346-3945, FAX (503)346-3917. All finalists will be interviewed at TESOL '92 in Vancouver. The UO is an AA/EO institution committed to cultural diversity.

A Department of Defense Career Opportunity
PROFESSOR OF ACQUISITION

INDUSTRIAL COLLEGE OF THE ARMED FORCES
NATIONAL DEFENSE UNIVERSITY
Fort Lesley J. McNair, Washington, D.C. 20319-6000

As Professor of Acquisition, you'll prepare and teach course material in Systems Acquisition, Defense Industry Studies and advanced studies courses on such topics as Contracting, ILS, Program Management and on other related fields. Students are senior military officers and government civilian executives, typically with advanced degrees. Position also involves conducting research and supervising student research on issues in the national level, and serving as expert consultant in the field of acquisition as it relates to the Department of Defense, industry and Civilian Departments and Agencies of the Federal government. Salary ranges from $53,665 to $86,900 per year. Position and salary are contingent upon funding. Qualifications include formal education and practical experience in acquisition. Doctoral degree in a Government, Business or related discipline is desirable. Applicants must be able to obtain a Top Secret security clearance.

Apply by sending SF 171 or complete curriculum vitae NLT February 10, 1992 to

National Defense University
Attn: Civilian Personnel, Bldg. 62, Rm. 2A129
Fort Lesley J. McNair, Washington, D.C. 20319-6000
(202) 287-9380 or DSN 667-9380

An Equal Employment Opportunity Employer M/F

WESTERN NEW MEXICO UNIVERSITY

Western New Mexico University, a small regional university having an enrollment of 1,900 students, invites applications for an Assistant/Associate or Full Professor of Biology, tenure track.

The candidate should be able to teach diverse subjects from freshman level to upper advanced courses, including anatomy, microbiology, physiology, cell biology, parasitology, and invertebrate biology.

Western's primary institution is excellence in teaching. Research facilities are minimal. Enthusiasm for teaching, breadth of knowledge and ability to community are considered essential. Final applicants will be expected to make a thirty-minute lecture on subject of their choice in front of beginning science students.

A Ph.D. in a biological science and teaching experience are required. Salary range $22,000 to $28,750, nine months. Starting date Fall 1992, review of applications beginning February 20, 1992, position will remain open until filled.

To apply, send cover letter expressing philosophy of education, resume, transcript (unofficial is acceptable), a recent degree and three letters of recommendation to Bishop Sean O, Office for Human Resources, Western New Mexico University, P. O. Box 680, Silver City, NM 88062.

Official transcripts will be required of candidate when hired

W N M U — AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

UNIVERSITY OF SAN FRANCISCO

College of Professional Studies

The University of San Francisco is a private Jesuit, Catholic institution with an enrollment of approximately 6,000 students. The College of Professional Studies was established in 1975 to admit later undergraduate and graduate degree programs that integrate experiential and classroom learning. These programs have been designed to meet the unique needs of the University's working adult students. We invite applications for the following faculty positions:

Department of Organizational Studies: The Department offers coursework leading to undergraduate and graduate degrees in the following areas: Information Systems Management, Organizational Behavior, Applied Economics, Human Resources and Organizational Development.

Professional Qualifications:
Required:
- Earned doctorate in an appropriate academic discipline such as Social Psychology or closely related applied social science

Strongly Preferred:
- Recent record of published research in organizational studies
- Minimum 2 years of college or university teaching experience preferred
- Practitioner background in organizational consulting or human resources development
- Experience in curriculum design & course development for adult centered programs.

Assistant Professors Two full-time positions. One will conduct research to make contributions to the field and teach and develop courses in the following areas: Information Systems Design & Development, Information Resource Management, Telecommunications Management, Policy, Law and Economics, New Telecommunications and Information Technologies, Instructional & Education Technologies. Strongly preferred: Practitioner background in telecommunications or information systems management. Practical experience or strong research interest in the integration of information technologies in complex organizations.

The other Assistant Professor will conduct research to make contributions to field of Organizational Studies and teach courses in Organizational Communication, Group Dynamics, Training and Development, and Diversity in the Workplace. Strongly preferred: Practitioner background in Human Resource Development.

Department of Interdisciplinary Studies: The Department offers a variety of courses leading to degree completion for the college's undergraduate and graduate students, academic advising, and the evaluation of experiential learning for academic credit.

Professional Requirements:
Required:
- Earned doctorate in Philosophy or field closely related to Ethics.

Strongly Preferred:
- Recent record of significant research/publication ethics
- Minimum of two years of college or university teaching experience
- Experience in curriculum design and course development for adult-centered programs.

Assistant Professor, Ethics He/She will teach and develop course areas programs in Social Ethics and Organizational and Administrative Ethics.

These are full-time positions, first year probationary appointments followed by renewable multi-year terms. Starting date for the above positions is September 1, 1992. Screening will begin March 15, 1992, and is subject to final budget approval. Positions will remain open until filled. Please a statement of teaching and research interests, a current resume, and the names and phone numbers of at least three references to:

Personnel Services
University of San Francisco
2130 Fulton Street
San Francisco, CA 94117-1080

The University of San Francisco is an Equal Opportunity and Affirmative Action Employer and encourages applications from qualified women and minorities

UNIVERSITY OF MAINE at Augusta

FACULTY POSITION IN MUSIC

The University of Maine at Augusta is seeking an Assistant Professor of Music to fill a full-time, tenure track, academic year position in Jazz Studies and any of the following: Piano, Double Bass/Electric Bass or Drums/Percussion. Responsible for teaching core curriculum music courses in the Jazz and Contemporary Music program including lecture courses, lessons and ensembles and advising undergraduates. Emphasis in performance area and theory related courses, including harmony/jazz theory, transcription, form and analysis. Teaching responsibilities may include other jazz-related areas, pedagogy and/or MIDI and computer applications. Must pursue an active program of creativity and public service. Willingness to use alternative delivery systems (e.g., interactive instructional television and computer-based learning systems) is essential as well as a willingness to teach non-traditional students. The normal teaching load is twelve credits. Must be accomplished teacher and performer of jazz piano, double bass/electric bass or drums-percussion. Master's required; doctorate or ABD preferred. College teaching experience and strong performance skills required. MIDI and/or instrumental/vocal pedagogy experience desirable. Background in European classical music and/or ethnomusicology. Must be available September 1992. Salary will be mid to upper twenties.

UMA is one of seven campuses in the State University System and offers two-year as well as baccalaureate degrees, including 2-year programs in art, architecture and music, and a 4-year program in Jazz and Contemporary Music. This commuter campus and its off-campus sites serve approximately 5,000 students, 90 of whom are majors in the music program. The mission of UMA is to serve both regional and statewide constituencies as the Community College of the University of Maine System. Instruction is delivered at two-campus and off-campus facilities and by interactive electronic technologies. The main campus is located in the state capital of Augusta which is midway between the scenic coast and the mountains/lakes regions of the state.

Review of applications will begin February 17, 1991. Position will remain open until filled. Application Procedure: Do not send tapes now. Please send letter of application; current résumé; transcripts; and the names, addresses and phone numbers of three current professional references to:

Chair, Music Search Committee
College of Arts and Sciences
University of Maine at Augusta
Augusta, Maine 04330

THE UNIVERSITY OF MAINE AT AUGUSTA IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

CHAIR of BIOLOGY
UNIVERSITY of LOUISVILLE

Nominations and applications are invited for the position of Chair of the Department of Biology. The University of Louisville is a state university with 23,000 students. The Department of Biology has 18 faculty with 450 undergraduate majors and 50 students enrolled in M.S. and Ph.D. programs. The Department confers a Ph.D. in Environmental Biology. Research interests in the Department range from molecular to ecosystem studies. Preference will be given to candidates whose research program will complement and support current departmental programs in environmental biology. Candidates are expected to have prior administrative experience, an outstanding record of research and extramural funding, and academic credentials necessary for appointment as professor with tenure. Screening of applicants will start March 16, 1992. Send curriculum vitae, statement of research interests, and names and addresses of three references to: Chair Search Committee, Department of Biology, University of Louisville, Louisville, KY 40292. The University of Louisville is an Equal Opportunity, Affirmative Action Employer. African-Americans, women, and other minorities are encouraged to apply.

PROVIDENCE COLLEGE
Department of Mathematics / Computer Science

Applications are invited for a tenure-track position in Computer Science with a starting date in September, 1992. Applicant must have a Ph.D. in Computer Science and strong interest in teaching. Normative workload is nine credits a semester. Non-Ph.D. will be considered for non-tenure track one-year positions only. Please send letter of application and résumé to Mr. Frank Ford, Department of Mathematics/Computer Science, Providence College, Providence, Rhode Island 02918. Applicant should have transcripts and three letters of recommendation sent to the same address. At least one of the letters must address teaching ability. Applications received before February 15th will receive full review, but later applications will be considered as long as position remains open. Providence College is a Roman Catholic four-year liberal arts college conducted under the auspices of the Dominican Friars and is an Equal Opportunity, Affirmative Action Employer. Minority and women applicants are encouraged to apply.

DEPARTMENT CHAIR
Department of Health Administration
Southwest Texas State University

The Department of Health Administration in Southwest Texas State University's School of Health Professions is seeking applications and/or nominations for the position of Department Chair. The successful candidate will qualify for tenure-track faculty position in the rank of associate professor or professor. This is a twelve-month appointment with a salary commensurate with experience.

The Department of Health Administration is composed of five program areas: Graduate and Undergraduate Healthcare Administration, Long Term Health Care Administration, Healthcare Human Resources, and Allied Health Research. The department is composed of 16 full-time faculty.

QUALIFICATIONS: Applicants must have an earned doctorate in an appropriate area represented by one of the department's programs or related area and a broad understanding of all programs in the department. In addition, experience in college or university teaching in one of these program areas is required. Applicants must have demonstrated leadership in planning, development, and coordination of instructional programs, teaching, and research; demonstrated leadership in recruitment and supervision of faculty, staff, and students; and demonstrated leadership in planning and control of budgets in Healthcare delivery systems. Applicants must show evidence of involvement in appropriate national/state professional organizations, experience in working with accrediting organizations, and be able to demonstrate scholarly activity as evidenced by research and publication in peer reviewed journals. Successful grantsmanship is desirable.

RESPONSIBILITIES: The department chair reports to the Dean of the School of Health Professions and serves on school and university committees, performs duties associated with the daily operation of an academic department, and teaches courses in the Department of Health Administration.

Send a letter of application, vita, transcripts, and three current letters of recommendation, and five additional names of individuals who will serve as references to: Dr. Edward H. Seifert, Chair, Health Administration Search Committee, EO 4012, Southwest Texas State University, San Marcos, Texas 78666-4616. Review of applications will begin March 30, 1992 and will continue until a candidate is selected to fill the position. Southwest Texas State University is an Equal Opportunity, Affirmative Action Employer.

BOWLING GREEN STATE UNIVERSITY

Manufacturing: World Class Manufacturing Instructor/Asst. Prof. Instruct plastics processing; metals processing; CNC metal machine operation; hydraulics & pneumatics; quality control; robotics, engineering graphics and Auto-CAD and CAM classes. Identify equipment needs, write specs and assist in final selection procedure; provide academic and career guidance for all students in discipline; identify and recommend expendable materials needed for labs. Qualifications: Ph.D. in Industrial Technology, Manufacturing Technology, Industrial Education, Engineering Technology, or Mechanical Engineering preferred, master's degree required; ability to teach courses in areas of competence, and current academic preparation or work experience in CAD, CAM and robotics. Contract Terms: This is a full-time academic year position on a probationary track (Ph.D. required) or a temporary contract (master's) with possibility for renewal for up to five years or conversion to continuing lecturer position. Rank will be dependent upon terminal degree.

Mathematics: Instructor or Asst. Prof. Teach intro courses in math including algebra, statistics, calculus, math for elementary ed and developmental math. Qualifications: Doctorate in math or math education preferred, master's in math or math education required; some teaching experience desired. Contract Terms: Full-time academic year position on probationary track (Ph.D. required and rank of Asst. Prof.) or temporary contract (master's and rank of Instructor) contract with possibility for renewal for up to five years or conversion to continuing lecturer.

Sociology: Instructor or Asst. Prof. of Sociology. Teach social problems, minorities, juvenile delinquency, deviance and social control and criminal justice, social studies (Education) and sociology (Arts & Sciences). Research and professional growth are encouraged. Qualifications: Ph.D. in Sociology required, some teaching experience desired. Contract Terms: Full-time, academic year position on probationary track. Position available 8-15-92.

Interested individuals please send a letter of application and résumé/vitae and ensure that official transcripts and at least three letters of reference (dated within the past year) are sent to: Office of the Dean, Firelands College, BGSU, 901 Rye Beach Road, Huron, OH 44839 by 3-1-92.

PSYCHOLOGY INSTRUCTOR

Amarillo College has an opening August 1992 for a person to teach general, child or social, and human relations psychology courses. Master's degree in psychology required; strong preference for Ph.D. Three to five years' college-level teaching experience; community college teaching preferred. Salary based on faculty salary schedule; excellent benefits. Open until filled. Send résumé and unofficial transcripts to Personnel Office, Amarillo College, P. O. Box 447, Amarillo, Texas 79178. An EEO/AA Employer.

an Equal Opportunity, Affirmative Action Employer. Women and minorities are encouraged to apply.

Elementary Education: Kutztown University invites applications for one (1) one-year temporary, full-time position which will be a substantial teaching replacement in the Department of Elementary Education beginning with the Fall 1992 semester. Responsibilities include teaching courses in undergraduate elementary education, including reading and early childhood curriculum, methods, assessment, counseling work, and coordination of field experiences for students in early childhood education. Salary will be based on rank of the instructor or assistant professor level. Preferred qualifications include a minimum of three years of teaching experience at the early childhood level and earned doctorate in early childhood education or related field. Preferred qualifications include a minimum of three years of teaching experience at the early childhood level and a doctorate in early childhood education or related field. Preferred qualifications include a minimum of three years of teaching experience at the early childhood level and a doctorate in early childhood education or related field. Applicants should send a letter of application, résumé, official transcripts, and three current letters of reference to Dr. Alicia L. Montoya, Search Committee Chair, Department of Elementary Education, College of Education, Kutztown University, Kutztown, Pennsylvania 19530. Application deadline is February 20, 1992. Kutztown University, with an enrollment of 7,600 students, is a state university in the Pennsylvania State System of Higher Education. Kutztown University is a 7,600 students, is state university in the Pennsylvania State System of Higher Education. Kutztown University invites applications for one (1) one-year temporary, full-time position which will be a substantial teaching replacement in the Department of Elementary Education beginning with the Fall 1992 semester. Responsibilities include teaching courses in undergraduate elementary education, including reading and early childhood curriculum, methods, assessment, counseling work, and coordination of field experiences for students in early childhood education. Salary will be based on rank of the instructor or assistant professor level. Preferred qualifications include a minimum of three years of teaching experience at the early childhood level and earned doctorate in early childhood education or related field. Preferred qualifications include a minimum of three years of teaching experience at the early childhood level and a doctorate in early childhood education or related field. Applicants should send a letter of application, résumé, official transcripts, and three current letters of reference to Dr. Alicia L. Montoya, Search Committee Chair, Department of Elementary Education, College of Education, Kutztown University, Kutztown, Pennsylvania 19530. Application deadline is February 20, 1992. Kutztown University, with an enrollment of 7,600 students, is a state university in the Pennsylvania State System of Higher Education. Kutztown University is

Position in Philosophy of Education

The Harvard Graduate School of Education seeks to fill a position in the field of Philosophy at the Junior (non-tenured) or Senior (tenured) level in its Teaching, Curriculum, and Learning Environments Area.

The responsibilities of the position include: teaching introductory graduate courses and advanced seminars in philosophy as it is related to issues concerning teaching, learning and the purposes of education; advising master's and doctoral students in education whose studies incorporate philosophical components; advising doctoral students specializing in issues related to philosophy of education and guiding their dissertation work; and conducting a program of original research and publication in the field.

Candidates are expected to have a doctorate in philosophy, and may come from any one of a number of substantive fields, e.g., aesthetics, social and political philosophy, and philosophy of knowledge. Candidates should also have substantial interest in the field of education and to issues arising in educational practice.

Application deadline has been extended to February 15, 1992. Please include a brief general statement, a curriculum vitae with a list of publications and the names of three references, a description of research in progress, and two recent publications. Materials should be sent to Vito Perrone, Chair, Philosophy Search Committee, c/o Academic Services, Harvard Graduate School of Education, 122 Longfellow Hall, Cambridge, MA 02138.

Applications from women and minority candidates are especially welcomed. Harvard University upholds a commitment to Affirmative Action and Equal Opportunity.

Harvard University
Graduate School of Education

SOUTHWEST MISSOURI STATE UNIVERSITY
Department of Health, Physical Education and Recreation

Physical Education: Assistant Professor, full time, tenure track. Doctorate required with all degree requirements completed by June 30, 1992. Major emphasis in Exercise Science. Expected to teach primarily in the undergraduate program. Priority given to strong evidence of research and scholarly publications. Salary is commensurate with qualifications and University guidelines.

The University: Southwest Missouri State University is the second largest University in Missouri with the largest undergraduate enrollment of near 20,000. The Department of Health, Physical Education and Recreation includes Physical Education, Recreation and Leisure Studies, Sports Medicine and Athletic Training, Radiography and Respiratory Therapy.

General Information: Springfield is a high growth, progressive, yet comfortable city of 150,000 and a metropolitan population of approximately 200,000. Located on the Ozark plateau, the city provides immediate access to numerous recreational opportunities afforded by the Missouri Ozarks and plentiful rivers and lakes.

Applications: Applicants must submit a letter of application, vita, copy of all transcripts, and at least three letters of professional references. Applications must be received by March 1, 1992, to be considered.

Send to:

Dr. Perry F. Miller, Professor
Health, Physical Education and Recreation
Southwest Missouri State University
Springfield, MO 65804, (417) 836-5370

Southwest Missouri State University is an Equal Opportunity, Affirmative Action Employer.

ASSISTANT/ASSOCIATE PROFESSOR
Consumer and Family Economics

9-Month Tenure-Track Position September 1, 1992

Ph.D. in Consumer/Family Economics or related field; demonstrated experience in teaching and scholarship. Salary commensurate with experience and qualifications.

Send CV, transcripts and three references by February 16, 1992 to: Dr. Sheila Mammen, Search Committee Chair, Department of Consumer Studies, Skinner Hall, University of Massachusetts-Amherst, Amherst, MA 01003. An Affirmative Action/Equal Opportunity Employer.

Engineering; Computer Science; Electrical and Computer Engineering; Mechanical Engineering. Master's degrees are available from the Telecommunications and Engineering Management programs. The mission of the College's research is now conducted through the more than dozen interdisciplinary research centers, including an NASA Space Engineering Center. This is a multidisciplinary research environment. Faculty are encouraged to develop interdisciplinary research activities. The College's teaching and research laboratories are housed in three buildings which are shared by several departments. The College's departments are: Aerospace Engineering; Chemical Engineering; Computer Science; Electrical and Computer Engineering; Mechanical Engineering. Master's degrees are available from the Telecommunications and Engineering Management programs. The mission of the College's research is now conducted through the more than dozen interdisciplinary research centers, including an NASA Space Engineering Center. This is a multidisciplinary research environment. Faculty are encouraged to develop interdisciplinary research activities. The College's teaching and research laboratories are housed in three buildings which are shared by several departments. The College's departments are: Aerospace Engineering; Chemical Engineering; Computer Science; Electrical and Computer Engineering; Mechanical Engineering.

efforts for robot manipulators on digital signal processors; assist in the design and fabrication of several robotic devices; supervise students with milestones and deliverables; prepare research papers, assist in research proposal preparation; teach robotics and electrical engineering courses for Department of Electrical Engineering and supervise graduate students in research. Requirements: Ph.D. in Electrical Engineering and one year experience in robotics research and teaching, supervising robotics lab, advanced CAD/CAM, computer programming, knowledge of individual investigator research. While it is not possible to be specific about the number of current openings, applications from distinguished candidates, especially women, members of ethnic minorities, and disabled individuals, are encouraged. The University of Colorado at Boulder has a strong institutional commitment to the principle of diversity in all areas. Applicants should send a current resume, the names of six to ten references to the relevant department Chair, or the Dean, College of Engineering and Applied Science, Campus Box 422, Boulder, Colorado 80309. Applications must be received by March 1, 1992.

Engineering/Robotics Faculty Associate Engineering, $3,51/hourly. Duties: Conduct Advanced Computer Research Group's study of modern nonlinear control of robot and manufacturing processes; direct Control Systems Lab; implement control algorithms for robot manipulators on digital signal processors; assist in the design and fabrication of several robotic devices; supervise students with milestones and deliverables; prepare research papers, assist in research proposal preparation; teach robotics and electrical engineering courses; supervise graduate students in research. Requirements: Ph.D. in Electrical Engineering and one year experience in robotics research and teaching, supervising robotics lab, advanced CAD/CAM, computer programming, knowledge of individual investigator research. While it is not possible to be specific about the number of current openings, applications from distinguished candidates, especially women, members of ethnic minorities, and disabled individuals, are encouraged. The University of Colorado at Boulder has a strong institutional commitment to the principle of diversity in all areas. Applicants should send a current resume, the names of six to ten references to the relevant department Chair, or the Dean, College of Engineering and Applied Science, Campus Box 422, Boulder, Colorado 80309. Applications must be received by March 1, 1992.

COLUMBIA GREENE COMMUNITY COLLEGE
Box 1000 • Hudson, New York • 12534 • 518-828-4181 • 518-943-5730

Faculty Positions

Columbia-Greene Community College, a campus of the State University of New York, is located on 154 rural acres near the Hudson River, some 30 miles south of Albany. The college serves more than 1,600 credit students and offers 40 programs and certificates in business, the arts and sciences, and the technologies. A recent campus expansion has brought new arts and technology centers and a renewed spirit in the institution's role as a major cultural center for the entire community.

Available September 1992

Behavioral and Social Sciences—College teaching experience preferred in psychology, sociology, anthropology or related field. Appropriate master's degree required. Applicants need to demonstrate ability to develop and teach inter/multicultural courses. 10-month tenure track position.

Business—Teaching experience preferred to teach Business, Organization and Management, Business Law I and II, using a case study approach. Master's degree in business or business-related field required. 10-month tenure track position.

Developmental—Department Chairperson (faculty rank) for Alternative Learning (developmental). Teaching and administrative experience required. Master's degree in counseling, reading or administration required. 12-month tenure track position.

Send applications to Patricia Martin, Personnel Officer, Columbia-Greene Community College, P. O. Box 1000, Hudson, NY 12534. All applications should include:

1. Letter identifying position being sought and detailing internal/partment experience.
2. Résumé/vita.
3. Three references with names, current titles, addresses and phone numbers.
4. College transcripts (unofficial); official transcripts required prior to hiring.

Screening for all positions will begin February 17, 1992 and will remain open until filled

EEO/AA. Women and minorities are encouraged to apply.

LINCOLN UNIVERSITY
HAS THE FOLLOWING JOB OPENINGS

INSTRUCTOR/ASSISTANT PROFESSOR: (Code #0062) Health and Physical Education Department. Duties: Teach theory and activity courses, some recreation, and sports management; advise undergraduate students and serve on university, college, and/or departmental committees.

QUALIFICATIONS: Master's Degree in Health, Physical Education, or Recreation is required. Experience in teaching and/or recreational leadership is preferred. Must have excellent teaching skills. (Please submit college transcripts). DEADLINE: March 15, 1992 or until position is filled.

ASSISTANT PROFESSOR OF ELECTRONICS: Department of Computer Science, Technology and Industrial Education. (Code #0063).

DUTIES: Teach major courses in Electronics associate degree program. Develop course material and plan laboratory exercises. Counsel and advise students majoring in Electronics Technology. Teach additional Technology courses as needed and where qualified. Other duties may include committee assignments.

QUALIFICATIONS: Must possess Master's Degree in Electrical Engineering or Electronics. Occupational preferred. Must have taught at the post-secondary level. Minimum experience: Two years' teaching experience in electronics at the college or university level with additional experience in industry highly desirable. DEADLINE: March 15, 1992.

TO APPLY: Submit a letter of application specifying the position title and code number, current résumé, and/or Lincoln University application and three letters of reference including address and telephone number to: Personnel Office, Lincoln University, P. O. Box 29, Jefferson City, MO 65102-0029.

AA/EOE

MEDAILLE COLLEGE

Medaille is a co-educational, private, non-sectarian, four-year liberal arts college, with a student population of approximately 1,000, located in the heart of Buffalo offering an intense one-on-one, very personal atmosphere.

Positions for full-time tenure track positions available.

Faculty Position - Business
Full-time tenure track. CPA and JD or CPA and MBA required. Ability to teach basic and intermediate accounting, and business law. Teaching experience preferred. Participation in College projects and student advisement expected. Must be able to teach day and evening classes.

Faculty Position - Business
Full-time tenure track. Ph.D. in business, business education, finance, economics, or marketing preferred. Enrolled Ph.D. candidate with MBA considered. Ability to teach courses, in a generalist business program. In at least two (2) of the following areas: finance, international business, marketing, quantitative methods. Teaching experience preferred. Participation in College projects and student advisement expected. Must be able to teach day and evening classes.

Rank and salary negotiable depending on experience and education.

Send résumé, transcripts, and three (3) letters of reference by February 15, 1992 to:

Barbara Burgio
Personnel Director
Medaille College
18 Agassiz Circle
Buffalo, New York 14214

AA/EOE. No Phone Calls

WORK WITH THE BEST
◆◆◆◆◆

Palomar College Invites Applications

Palomar College believes in the value of individuals and their unlimited potential for growth.

The diverse backgrounds of Palomar's distinguished faculty and talented staff enhance the college environment and the educational experiences of its students.

Palomar is offering 1992-93 teaching opportunities in

- Biology
- Criminal Justice
- History

and the following combined positions

Criminal Justice/Fire Technology

Physical Education, Mathematics, Psychology, or African Studies and Men's Aquatic Coach

Part-time Physical Education, Mathematics, Psychology, Business Education or African Studies and Women's Soccer Coach

Palomar College is an equal opportunity/affirmative action employer.

Human Resources Services
1140 West Mission Road
San Marcos, CA 92069-1487
(619) 744-1150 Ext. 2247
Fax (619) 591-4817

PALOMAR COLLEGE
Established 1946
Education of a Lifetime

The Monmouth College of Illinois announces:

The Dorothy A. Donald Chair in Romance Language & Literature

For 1992-93, tenure track, rank and salary open. Primary Language must be French, secondary strength in Spanish desirable. Strong commitment to liberal arts essential. Candidate expected to contribute to general education program, teach in Spanish, and develop and teach courses in translation. Teaching load 21-24 sem. hrs/year. Send letter of application, c.v. and three letters of reference to Dr. William B. Judson, Dean of the College, Monmouth College, Monmouth, Illinois 61462. Closing date March 20, 1992.

with English minor and two years' experience as instructor and must be able to work morning or evening classes. Interested applicants forward letters of reference, Contact: National Sales Representative Service, P. O. Box 16109, Jackson, Mississippi 39289-1609. Job Order Number 2590676.

English: English Composition. Subject to budget approval in February, the English Department of Linfield College seeks a full-time tenure-track assistant professor in the area of composition to begin September, 1992. Teaching will consist in sections of developmental composition and the regular freshman composition course, usually with one literature course each year (American preferred). Responsibilities include supervision of student-staffed writing center and organization of workshops in all disciplines. Ph.D. required in rhetoric and composition, with supplemental background in literature. Teaching experience and knowledge of writing programs required; knowledge of computers in composition, writing instruction desirable for future planning. Send letter of application, résumé, three letters of recommendation (one directly from referees), placement director service, samples of professional or scholarly writing, and teaching evaluations if available to: Kenneth P. Goodrich, Dean of Faculty, Linfield College, McMinnville, Oregon 97128. Screening begins March 1.

English: Eastern Illinois University, Charleston, Illinois 61920. Beginning August 22, 1992. Teach composition and general literature and in one or more of the following: creative writing, dramatic literature, English education, non-Western literatures, rhetoric, technical writing. Ph.D. or near-completion and some university teaching experience required. Looking for outstanding classroom teachers interested in teaching and developing a variety of courses. Applications due February 15, 1992 to Duane Dalrymp, Chairperson. AA/EOE. Applications from women, minorities and handicapped individuals encouraged.

English: Full-time position teaching writing and composition and a specialist or affiliate in: literature, journalism, communications, or conflict management. Beginning Fall 1992. One-year additional replacement for with second year appointment possible. Ph.D. and evidence or promise of teaching excellence are essential. Applicants expected to come from all academically qualified faculty who respect the Seventh-Day Adventist and wholly accept Christian higher education in a liberal arts environment. Minorities and disability applicants are especially welcome. Screening begins February 1, 1992 and will continue until the position is filled. Send letter of application, curriculum vitae, and three letters of reference (one recommending to Mel Storm, Chair, Search Committee, Division of English, Emporia State University, Emporia, Kansas 66801-5087. EEO is an Affirmative Action, Equal Opportunity Employer. We encourage applications from members of protected classes.

English: Ninth Georgia College is accepting applications for two tenure track positions in English for September, 1992. The Assistant or Associate Professor selected will be required to teach composition (freshmen and advanced, technical and creative), literature (American and British), and English in Humanities. NGC is interested in teaching excellence coupled with a record of activities of encouraging National Writing Project sites. Ph.D. required; teaching experience desired. Application deadline is February 14, 1992. Both positions begin in September, 1992. If the previously advertised opening for January, 1992 has now been changed, all previous applications will remain in effect. Send letter of application, vita, transcripts, and letters of recommendation to Personnel Services, Attention: English Positions, North Georgia College, Dahlonega, Georgia 30597. AA/EOE

MAXON DISTINGUISHED PROFESSOR OF FINANCE
College of Business

Ball State University

Muncie, Indiana

Ball State University's College of Business seeks applications for the Maxon Distinguished Professorship of Finance. This professorship was made possible due to a significant contribution from the Maxon Corporation, a Muncie area manufacturer of industrial heating equipment.

The University is located in Muncie, Indiana, a city of around 80,000, approximately 50 miles northeast of Indianapolis. It is a comprehensive regional university of about 1,150 faculty and over 20,000 students. The College of Business is fully accredited by the AACSB on both the undergraduate and graduate levels with six departments: 1) Accounting; 2) Business Education and Office Administration; 3) Economics; 4) Finance; 5) Management Science; and 6) Marketing. There are over 100 full-time faculty, 30 contract faculty, and 5,000 business students. Business programs lead to the AA, BS, MBA, MS, and MA degrees.

The Department of Finance offers a full range of courses in the areas of financial management, investments, international financial markets and institutions, real estate, insurance, and business law. The undergraduate and graduate programs of the college are fully accredited by American Assembly of Collegiate Schools of Business.

Qualified applicants must have the following characteristics: a doctorate in finance from an AACSB accredited institution, a demonstrated record of teaching effectiveness, a record of scholarly achievements and ability to serve as a mentor to young finance faculty, and overall qualifications that will qualify the candidate for a tenured full professor of finance.

Screening of applicants will begin March 1, 1992, and will continue until the position is filled. Applicants must submit a letter of application, curriculum vitae, copies of undergraduate and graduate transcripts, and the names and telephone numbers of three persons who can state the applicant's ability to meet the job requirements to: Dr. John F. Fitzgerald, Chair, Department of Finance, WB 301, Ball State University, Muncie, IN 47306-0349. Official transcripts and letters of reference will be required of finalists.

Ball State University is an Equal Opportunity, Affirmative Action Employer and is strongly and actively committed to diversity within its community.

ENGLISH INSTRUCTOR

Kirkwood Community College is a dynamic, comprehensive two-year community college with a national reputation for educational innovations and instructional excellence (a 1991 Fall enrollment of 9,234 students). The main campus is located on a 320-acre countryside site in the city of Cedar Rapids, Iowa, with easy access to Iowa City, home of the University of Iowa.

Master's degree in English or closely related field required; Ph.D. preferred. Previous successful, full-time teaching experience in both composition and literature required; to interfaculty with the community college strongly recommended. Must be certifiable by the Department of Education.

Applications will be accepted until the position is filled. Initial screening will begin February 10, 1992. Transcripts, letters of recommendation and/or credentials are required for this position. Contact Human Resources, KIRKWOOD COMMUNITY COLLEGE, P.O. Box 2068, Cedar Rapids, IA 52406, (319)398-5515. AA/EEO Employer.

kirkwood A Purpose in Mind

USI

Assistant Professor Elementary Education

UNIVERSITY OF SOUTHERN INDIANA

Tenure track position as Assistant Professor of Education beginning August 1992. Duties include teaching undergraduate and graduate courses in reading and language arts, supervising students in early field experiences, and short-term teaching, advising, self-campus and community teaching, and service and scholarly activities.

Candidate should have teaching experience in the elementary school, knowledge of contemporary methods of instruction, a desire to active involvement in public schools and the larger literate. Experience with strategies for assessing reading/language arts. Doctorate preferred, with major or specialization in reading/language arts.

Submit letter of application, curriculum vitae, and three letters of recommendation by March 1, 1992, to Dr. Alfa Cardinelli, Search Committee Chair, Department of Teacher Education, University of Southern Indiana, 8600 University Boulevard, Evansville, IN 47712.

USI is an Affirmative Action/Equal Opportunity Employer

CHAIRPERSON INDIVIDUAL & FAMILY STUDIES

The University of Delaware is seeking a chairperson for the Department of Individual & Family Studies. The University is a land-grant institution with an undergraduate enrollment of approximately 14,500. The College of Human Resources, one of 11 degree-granting colleges on campus, has an enrollment of 954 undergraduate and 69 graduate students (full and part-time). The University of Delaware is situated in Newark, a city of 25,000, located in northwestern Delaware.

Applicants must have an earned doctorate in social and behavioral sciences and be active within one or more of the following areas: family studies, early childhood education, human development and aging. Recognition of excellence in research and teaching experience in higher education are required. Candidate will provide leadership in the development of outstanding teaching, research and service programs; coordinate and facilitate undergraduate and graduate programs.

The department offers B.S., M.S. and Ph.D. degrees. Curricula lead to B.S. degree with emphasis in Family and Community Services, Human Development and Family Processes, and Early Childhood Development and Education, M.S. in Life Span Development; and a Ph.D. in Family Studies. Approximately 250 undergraduate and 50 graduate students are enrolled in the Department and there are 21 faculty and professional staff. The Department has a strong commitment to scholarship and teaching as well as to preservice and inservice education. Facilities include a well equipped pre-school laboratory and an adult day care center.

Applicants should include current resume and names of at least three references who could be contacted. Applications and nominations should be mailed to the **Search Committee Chair, Dr. Frank R. Scarpitti, c/o Office of the Dean, College of Human Resources, University of Delaware, Newark, DE 19716 by March 2, 1992. Rank is full professor and salary according to experience and qualifications.**

THE UNIVERSITY OF DELAWARE is an equal opportunity employer which encourages applications from qualified minority group members and women.

FACULTY POSITION

Assistant/Associate Professor of Fine Arts

BRENAU COLLEGE is a senior institution of higher education with graduate and undergraduate programs, both on and off campus, and an enrollment of more than 2,000 students. Brenau is located in Gainesville, Georgia, a city with a greater population of 70,000 and situated fifty expressway miles from Atlanta on the shores of Lake Lanier and in the foothills of the Appalachian Mountains. The community possesses a strong, divergent economy, a rich artistic culture, an excellent climate, and the advantage of being close to Atlanta.

Brenau is seeking an individual to coordinate a fashion merchandising/design program. The candidate would evaluate and design curriculum, recruit and advise majors, and teach courses in both the last core curriculum and foundation art courses. An MFA is required and college teaching is preferred.

SALARY: Competitive, negotiable and depends on experience, qualifications, and employment history.

BENEFITS: Health, disability, and life insurance; tuition remission for family; retirement.

APPLICATION DEADLINE: Applications accepted until position is filled.

APPLICATION REQUIREMENTS: Submit letter of application, transcripts, resume and three letters of recommendation to Mrs. Mary Jane Taylor, Chair, Search Committee, Fine Arts Department, Brenau College, Gainesville, Georgia 30501.

BRENAU COLLEGE IS AN EQUAL OPPORTUNITY EMPLOYER. APPLICATIONS FROM WOMEN AND MINORITIES ARE ENCOURAGED.

Chair, Graduate School of Business

Dallas Baptist University is seeking a qualified candidate for the position of Chair of the Graduate School of Business. Qualifications include an MBA and doctorate in a related field of study, with a minimum of 5 years teaching experience preferred. Preference will be given to active, Southern Baptist church members.

Dallas Baptist University is a private, Southern Baptist-affiliated liberal arts university with approximately 2600 students, 50% of which are business majors. DBU's primary mission is the integration of faith and learning through quality education.

Send resumé to: **Larry Linamen, Dean, College of Business, Dallas Baptist University, 7777 West Kiest Blvd., Dallas, Texas 75211-9800.**

Dallas Baptist University

English: Three non-tenure track positions. Doctorate required, master's required. Successful teaching experience in public school and/or higher education. Commitment to excellence in teaching, service to academic advisees to students and in program development. (1) Entry-level position in freshmen composition, introductory and intermediate instruction in remedial programs, literature, emphasis on writing. (2) and (3) Entry-level positions in freshmen composition, emphasis on writing. Salary range for each position dependent. Send letter of application and resumé to: Dr. Personnel Department, 9000 Sunset Boulevard, Pittsburgh, Pennsylvania 15237. La Roche College is an Equal Opportunity Employer. Minorities are encouraged to apply.

English: La Roche College, a Catholic college of 1600+ students, seeks a generalist to teach composition, professional writing, and introductory literature courses. The candidate must have experience with, or interest in, Writing Across the Curriculum. A demonstrable record of teaching excellence is required along with an earned Ph.D. Prior course load per semester, 12 hours. La Roche College is located 10 miles north of Pittsburgh. Submit letter of application and resumé by March 1, 1992, to Rocky Colline, chairperson, English Department, 9000 Sunset Boulevard, Pittsburgh, Pennsylvania 15237. La Roche College is an Equal Opportunity Employer. Minorities are encouraged to apply.

ANTICIPATED VACANCIES

THE UNIVERSITY OF TEXAS, BROWNSVILLE IN PARTNERSHIP WITH TEXAS SOUTHMOST COLLEGE SERVES OVER 7,500 STUDENTS IN THE LOWER RIO GRANDE VALLEY. THE CAMPUS IS LOCATED MINUTES FROM BOTH MEXICO AND SOUTH PADRE ISLAND. SEVERAL POSITIONS ARE ANTICIPATED FOR 1992-1993. ALL POSITIONS ARE SUBJECT TO ADEQUATE FUNDING.

Positions are tenure track and require a minimum of a master's inclusive of 18 graduate semester hours in the teaching discipline. Doctorate and college teaching commitment and experience preferred.

COLLEGE OF LIBERAL ARTS

ENGLISH: 12 positions; Ph.D. or M.A. in progress toward Ph.D. Versatile teacher/scholar. Experience with diverse student population a plus. Assignment will include developmental writing and literature composition.

SPEECH: Master's or Ph.D. in Communications or associated field.

SOCIOLOGY: Master's or Ph.D. in Sociology.

SPANISH/FRENCH or ITALIAN: Master's or Ph.D. in Spanish, plus 18 graduate hours in the second Romance language (French, Italian). Responsible for second Romance language program.

ENGLISH AS A SECOND LANGUAGE: Master's or doctorate in TESOL, applied linguistics or related area.

COLLEGE OF EDUCATION

READING: M.A. or Ph.D. in Reading. Teach variety of levels UG through graduate.

COLLEGE OF SCIENCE AND MATHEMATICS

MATHEMATICS: Master's or Ph.D. Teach variety of UG courses.

SALARY: Competitive and commensurate with credentials.

APPLICATION DEADLINE: February 14, 1992; or until a suitable candidate is found.

APPLICATION REQUIREMENTS: Letter of interest, current detailed résumé, transcripts, 3 current letters of professional reference. Mail to Mr. Alfredo C. Zamora, Personnel Director, Texas Southmost College, 80 Fort Brown, Brownsville, Texas 78520.

THE UNIVERSITY OF TEXAS, BROWNSVILLE IN PARTNERSHIP WITH TEXAS SOUTHMOST COLLEGE IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER. M/F/H/V.

UNIVERSITY OF NORTH DAKOTA

Faculty Positions in Computer Science

The University of North Dakota, a comprehensive teaching and research university founded in 1883, is the largest institution of higher learning in the Dakotas, Montana, Wyoming, and Idaho, enrolling approximately 10,000 undergraduates and over 1,000 graduate students. The Computer Science Department has 10 faculty, 200 students in its CSAB-accredited B.A./B.S. program, and 25 students in its M.S. program.

Chair: Applications and nominations are invited for the position of Chair of the Computer Science Department beginning August 16, 1992. Qualifications include a Ph.D. in computer science or a closely related field, accomplishments appropriate for the rank of full professor, effective oral and written communication skills, current scholarly activity in computer science, and administrative competence. Duties include managing the department's staff and resources, teaching, research, securing external funding, and developing a Ph.D. program in computer science.

Asstl./Assoc. Professor: Applications are invited for a tenure-track position in the Computer Science Department beginning August 16, 1992. Duties include undergraduate and graduate teaching, research, and university service. A Ph.D. in computer science or a closely related area is required. Applicants should have good communication skills and broad teaching interests. Preference will be given to candidates specializing in operating systems, architecture, database systems, or graphics.

Submit a résumé to Dr. Thomas E. O'Neil, Search Committee, Department of Computer Science, University of North Dakota, Grand Forks, ND 58202-8181. Applications will be accepted until March 31, 1992. UND is an Affirmative Action/Equal Opportunity Employer.

Columbia University

International Relations/ Environmental Policy Faculty Position

Searching for an assistant professor to teach international relations and environmental policy. The appointment is made jointly by the Political Science Department and the School of International and Public Affairs. Send vitae, references and representative publications by Feb. 10, 1992, to Dean Steven Cohen, 1417 Intl. Affairs Building, Columbia University, 420 West 118th Street, New York, NY 10027. Columbia University is an equal opportunity employer. Women and minorities are encouraged to apply.

English: Chair, Department of Literature and Language, beginning August 1992. Administrative and teaching experience required. Qualifications: 12-15 semester hours teaching, 3 hours in literature, composition, & linguistics, undergraduate major in English and French; M.Ed. preferred, Ph.D. in English. Anticipate an Associate Professor or above; tenure negotiable. Belmont is a Tennessee Board of Regents and are university dedicated to excellence in teaching. Send letter of application and curriculum vitae to: Professor George Shott, Search Committee, Department of Literature and Language, Belmont University, Nashville, Tennessee 37212-1757.

English as a Second Language Program Manager, American English Language Institute (AEL.I). The University of Connecticut is seeking a Program Manager for the American English Language Institute (UCAEL) which has an international emphasis. Responsibilities: supervise the Hartford and East Asian, Europe, Middle East and South America. Under the direction of the Executive Program Director, the successful candidate will serve as Academic Director, conducting and managing daily activities for an expanding ESL teaching institute. In addition, the Program Manager will serve as general liaison between UCAEL, university offices and the general public and will be responsible for marketing and recruitment on a national/international level. Master's degree in related field required. Preferred degree in field of Education, Studies in Second Language Acquisition, Psychology, Linguistics. Experience in recruitment, program marketing, intercultural training and development, international education or foreign student advising strongly desired. Salary high teens to low 40s. Applicants now your connect review with university. Applications will be accepted until February 12, 1992. Send cover letter and resumé to: Executive Program Director, Division of International Affairs, Unit 4, University of Connecticut, 1282 Storrs Road, Storrs, Connecticut 06269-1182. AA/EOE. (Search #2481.)

English: Tenure-track assistant professor in Humanistic Studies/Creative Writing, to teach fiction in a workshop format, as well as literature and/or other forms of creative writing in a undergraduate interdisciplinary studies bachelors program. Ph.D. preferred, M.F.A. acceptable. Submit application letter, vita, 10-15 page writing sample, three current reference letters by March 1, 1992 to Professor David Oates, 113311, University of Wisconsin-Green Bay, Green Bay, Wisconsin 54311-7001. Under UW policy, identities of all candidates and semifinalists may be made public. AA/EOE.

English as a Second Language Director. Full-time Program Director of proprietary language school located in C. W. Post campus of Long Island University. Must be able to join of four U.S. and two foreign ESL schools: Hartford, Connecticut; Language Schools division of ASPECT, so travel is required. Ability to teach required in San Francisco. The C. W. Post campus has an intensive program, university-preparation program and EEP program. Salary competitive, with benefits. M.A. in TESL or related field. Minimum three years' teaching experience plus one year administrative experience. Letter, vita and addresses of three current references to: John T. Hughes, ASPECT/Intercultural Language School; Long Island University, C. W. Post Campus; P. O. Box 354; Brookville, New York 11548. Fax (516) 626-6215. Review starts late January; position available February. Interviews in New York or San Francisco (fax: 415-10-81931 at candidate's expense.

Environmental Engineering Faculty Position: The faculty of the Department of Civil Engineering at the University of Dayton invite applications for one tenure-track position in the area of Environmental Engineering at the rank of Assistant Professor. Applicants must have a Bachelor's degree in Civil Engineering and a Doctoral Degree in either Civil or Environmental Engineering. The position requires teaching both undergraduate and graduate courses, development of an active research program, and establishing a strong interaction with the local and regional industry. Applicants must have a strong behavioral orientation and who possess training, experience and interest in applied behavior analysis, behavioral assessment, psychometric theory, and research design. Candidates should have an earned doctoral degree in school psychology and be eligible for certification as a school psychologist in California.

Salary level within the assistant professor range is dependent upon experience and qualifications

APPLICATION PROCESS

Candidates wishing to be considered for the school psychology position are invited to send a letter expressing interest accompanied by a current vita. In addition, the candidate should solicit at least three letters of reference. Letters of reference which are submitted directly by the candidate will not be considered. All materials are to be sent to:

Professor Don Donlan, Associate Dean
School of Education
University of California
Riverside, CA 92521-0128
(714) 787-5228
(714) 787-3942 (FAX)

Persons seeking additional information regarding this position, or who would like to make nominations regarding the position, should address their inquiries to Associate Dean Don Donlan.

Application Deadline: March 13, 1992

The University of California, Riverside, is an equal opportunity, affirmative action employer and seeks applications from minority candidates and women, as well as from other qualified persons.

CHADRON STATE COLLEGE

Special/Elementary Education

Assistant Professor of Special/Elementary Education to teach Special and Elementary Education. Tenure track position effective August 21, 1992. Doctorate in Special/Elementary Education; salary commensurate with experience and degree. Open until filled; review of position begins March 2, 1992

Business (Accounting/Finance)

Assistant/Associate Professor of Business to teach undergraduate and graduate courses in Accounting and Finance. Tenure track position effective August 21, 1992. Doctorate in Business Administration (accounting/finance); MBA with thirty hours considered. Salary commensurate with experience and degree. Open until filled; review of position begins March 2, 1992.

Music

Instructor/Assistant Professor of Music to teach percussion, improvisation, arranging and jazz history; direct jazz ensemble and combos. Tenure track position effective August 21, 1992. Master's degree required, doctorate preferred with successful experience as jazz conductor, performer and teacher preferred. Salary commensurate with experience and degree. Open until filled; review of position begins February 14, 1992.

Business

Instructor of Business to teach undergraduate classes in Accounting and Marketing. One-year replacement position effective August 21, 1992. Specify "Business Instructor" on your letter of application. Master's degree required; MBA preferred. Salary commensurate with experience and degree. Open until filled; review of position begins February 14, 1992.

Chadron State College, located in northwestern Nebraska, is a comprehensive state institution of 3,300 students, granting undergraduate and graduate programs.

Send a letter of application, three current letters of recommendation, personal résumé and transcripts to: Mr. Ron Busch, Personnel Office, Chadron State College, Tenth and Main, Chadron, NE 69337-2690 EEO/AA Employer.

DIVISION CHAIR

Math, Science & Technology

SEARCH EXTENDED

A 12-month administrative position is available reporting to the Academic Dean. Responsible for all aspects of the Division's operation which include curriculum development, program and personnel supervision of 32 full-time & 62 part-time faculty teaching courses in Automotive Technology, Biology, Chemistry, Chemical Technology, Drafting, Electronics, Engineering Technology, Environmental Technology, Geology, Mathematics, and Physics.

Graduate degree in Math, Science and Technology discipline with at least 3 years collegiate teaching experience, preferably at a community college. Successful candidate must demonstrate an understanding of, and commitment to, the philosophy of a comprehensive community college and have experience in curriculum development and other applicable administrative experience.

Montgomery County Community College is a comprehensive community college, located in suburban Philadelphia, PA with over 8,100 full- and part-time students in 32 career and transfer programs and 7 one year certificate programs.

Salary: mid 40s; excellent benefits package. Please send letter of interest and current résumé, by Feb. 7, 1992, to: Ruth Jordan, Personnel Office, Montgomery County Community College, 340 DeKalb Pike, Blue Bell, PA 19422. AA/EOE.

MONTGOMERY COUNTY COMMUNITY COLLEGE

INSTRUCTOR OF SPEECH

Lake Michigan College

Teach Fundamentals of Speech beginning Fall '92. Master's in Speech/Communications required. Community college teaching experience preferred. Send letter of interest, resume, name and address of three references, and transcripts postmarked by March 13, 1992, to Human Resources, Lake Michigan College, 2755 E. Napier Ave., Benton Harbor, MI 49022-1899.

An EEO/AA educational institution and employer by choice, LMC is a comprehensive community college located in the southwest corner of Michigan, 90 miles from Chicago, in the heart of Michigan's fruitbelt. LMC is fully accredited by the North Central Association.

Assistant Professor Position in SCHOOL PSYCHOLOGY

The UCR School of Education is pleased to announce a tenure-track faculty position in school psychology. The school psychology program at UCR follows a scientist-practitioner problem solving model of training in which assessment, intervention, and evaluation practices are based upon methods of scientific inquiry.

We are particularly interested in applicants who have a strong behavioral orientation and who possess training, experience and interest in applied behavior analysis, behavioral assessment, psychometric theory, and research design. Candidates should have an earned doctoral degree in school psychology and be eligible for certification as a school psychologist in California.

Salary level within the assistant professor range is dependent upon experience and qualifications

APPLICATION PROCESS

Candidates wishing to be considered for the school psychology position are invited to send a letter expressing interest accompanied by a current vita. In addition, the candidate should solicit at least three letters of reference. Letters of reference which are submitted directly by the candidate will not be considered. All materials are to be sent to:

Professor Don Donlan, Associate Dean
School of Education
University of California
Riverside, CA 92521-0128
(714) 787-5228
(714) 787-3942 (FAX)

Persons seeking additional information regarding this position, or who would like to make nominations regarding the position, should address their inquiries to Associate Dean Don Donlan.

Application Deadline: March 13, 1992

The University of California, Riverside, is an equal opportunity, affirmative action employer and seeks applications from minority candidates and women, as well as from other qualified persons.

MOUNT SAINT MARY'S COLLEGE

Mount Saint Mary's College announces two faculty positions in Education. Positions are available in Fall, 1992. Salary is commensurate with experience. Send application and letters of reference to Dr. Judy Raney-Johnston, Chair, Department of Education, Mount Saint Mary's College, Emmitsburg, MD 21727-7798. Review of applications will begin on January 25, 1992.

Mount Saint Mary's is an independent Catholic, liberal arts college of 1800 undergraduate and graduate students. Its undergraduate program features a 61-hour, four-year core curriculum complemented by co-curricular and extracurricular programs designed to educate the whole student. The new graduate program in education, along with a recently initiated partnership with the local school district, complement a thriving undergraduate program in elementary and secondary education. The College's 1400 acre campus is conveniently located within 90 minutes of Washington, DC, Baltimore, MD, and Harrisburg, Pennsylvania.

EDUCATION: Math and/or Science Methods. Doctorate required, along with expertise in educational technologies. Teaching experience at the elementary school level also required. Position involves assist courses per year in undergraduate/graduate programs. Student advising and supervision of student teachers part of standard load.

EDUCATION: Assistant Professor to assist in coordinating new graduate program and existing partnership with local school district. Position will involve reduction in standard teaching load and additional stipend for required summer teaching/administrative work. Teaching areas should include two of the following: social studies, language arts, assessment, educational research, or science.

MOUNT SAINT MARY'S COLLEGE SEEKS A DIVERSE FACULTY AND STRONGLY ENCOURAGES WOMEN AND PERSONS OF COLOR TO APPLY. THE COLLEGE DOES NOT DISCRIMINATE ON THE BASIS OF AGE, ARE, RACE OR NATIONAL ORIGIN. MOUNT SAINT MARY'S COLLEGE HIRES ONLY U.S. CITIZENS AND LAWFULLY AUTHORIZED ALIEN WORKERS.

TOUGALOO COLLEGE

Tougaloo, Mississippi

FACULTY POSITION

Tougaloo College is a fully accredited, residential, private liberal arts college offering fifteen baccalaureate degree programs. The College, founded in 1869, has a diverse, stimulating, and challenging faculty, and a student population of approximately 1,000. The College recently received national coverage in *U.S. News and World Report*, *Money Magazine* and the *The Chronicle of Higher Education*.

POSITION: Assistant Professor tenure-track position to serve as Chairperson of Department of Psychology

QUALIFICATIONS: Doctorate degree in psychology (preferably experimental) who is committed to excellence in undergraduate teaching and preparation of undergraduates for graduate work

RESPONSIBILITIES: The individual must also have the skill and willingness to involve undergraduates in research and to assist them in developing research of their own. A successful candidate will also be expected to engage in scholarship, normal faculty responsibilities and proposal-writing to develop and build the research resources of the department.

This position yields a nine-month contract and is available August 1992. Screening of applications will begin February 12, 1992. Send letter of application, resume, and three current letters of recommendation to: Dr. Bettye Parks Smith, Vice President for Academic Affairs, Tougaloo College, 500 West County Line Road, Tougaloo, Mississippi 39174

Ten and written English. The salary will be commensurate with the background, experience, and qualifications of the candidate. U.S. citizenship or permanent residency is a must. Interested persons should send applications, resumes of teaching experience, and the names, addresses, and phone numbers of at least three referees to: Director, Search Committee, Department of Civil Engineering, University of Dayton, Dayton, Ohio 45469-0246. Telephone inquiries, calls and faxes will not be accepted. Applications should be postmarked no later than February 28, 1992. Tentative starting date is August 16, 1992. The University of Dayton is an affirmative action, equal opportunity employer.

Executive Director/Aquifer: Executive Director, Western Association of Agricultural Experiment Station Directors. The Western Association of Agricultural Experiment Station Directors (WAAESD) is seeking an outstanding Administrator for an Aquifer Executive Director/Forum Director. Deadline for receipt of Letter of Interest is February 1, 1992. The Aquifer will be a research center for experiment stations, coordinating research among and between the states of the region, and with the USDA research agencies operating in the region. Duties and responsibilities will relate to both national and regional issues. Resources are: An earned doctorate or an agricultural or related discipline, successful leadership experience in a state agricultural experiment station or an equivalent agricultural research, extension, or education, preferably at Director. This is a twelve-month, full-time appointment. Salary is competitive and commensurate with qualifications. Submit a resumé of the vita of interest and the names of three or more references. Applications must be received by February 21, 1992. Nominations, résumés, and questions should be addressed to: Dr. Theresa R. Delosa, Director, Agricultural Experiment Station, Oregon State University, Strand Agricultural Hall 177, Corvallis, Oregon 97331-2020; telephone: (503) 737-4251. Applications from women and minorities are encouraged.

Facilities Management: Jefferson Community College, Watertown, New York. This position is a Facility Director. This position reports to the Dean of Administration and Treasurer and is responsible to provide direction, leadership, and coordination for the area of Facility Management, Maintenance, Custodial Services, Postal Services, and Central Duplication. Specifically, the Director will provide administrative support for the Dean and Treasurer, and assist and cooperate with other administrators in the planning, development, and management of the College's Recycling and Materials Reuse Control Plan, Development, Long Range Capital Plan, Employee Training and Development, Employee Health, Safety Program, and Environmental Health and Safety Programs. Minimum qualifications include a bachelor's degree in architecture, engineering, or business for public administration with extensive experience in plant operations, or an equivalent combination of education and experience. Experience in facility management, preferably in higher education, knowledge of applicable state and federal laws, modern practices and methods in plant administration is required. The successful candidate will be able to communicate effectively, problem solve, and possess a large scale. Annual salary is $25,450 to $36,359, with competitive fringe benefits. To apply, send a letter of application which addresses applicant qualifications to position requirements and resumé to: Personnel Office, Jefferson Community College, Outer Coffeen Street, Watertown, New York 13601. Applications will be accepted until position is filled, but to insure full consideration, all application materials must be received by February 14, 1992. JCC is an EO/AA employer.

Fashion Merchandising: Two positions. Assistant Professor (nine-month tenure track position) and Instructor/Assistant Professor (nine-month non-tenure track position). Salary: Competitive and commensurate with qualifications and experience. Minimum qualifications: Doctoral degree and university teaching experience preferred. Business experience desirable. Deadline date: January 24, 1992, or until position is filled. Applications accepted: Sherry Mitchell, Applications are being reviewed beginning March 1, 1992. Marywood College is an Affirmative Action, Equal Opportunity Employer.

Film/Writing: Director of Fiction Writing Program, University of Southern California, School of Cinematic Arts, Tenure-track position to administer the Program in Fiction Writing, and to teach screenwriting. Widely recognized achievements in writing for film/television are required. Academic credentials, teaching, and administrative experience also desirable. Appointment will be tenure-track at Assistant Professor level or higher. Application deadline is February 1, 1992. Send applicants and nominations to: David Jensen, Search Committee, Fiction Writing, USC School of Cinema-Television, Los Angeles, California 90089-2211.

C.C. GARVIN ENDOWED VISITING PROFESSORSHIP

College of Arts and Sciences Virginia Polytechnic Institute and State University

The College of Arts and Sciences at Virginia Polytechnic Institute and State University seeks a distinguished scholar for an appointment to the C.C. Garvin Endowed Visiting Professorship for the 1993-94 academic year. Appointment may be in any one of the college's humanities and fine arts departments (Art and Art History, Communication Studies, English, Foreign Languages and Literatures, Music, Philosophy, Religion, or Theatre Arts) or in one of the college's two interdisciplinary centers (the Center for Programs in Humanities or the Center for the Study of Science in Society). The Endowed Visiting Professor will be expected to teach one course per semester, to stimulate faculty research, and to give one public lecture in fall semester on a subject of interest to the general University community.

Situated in southwest Virginia, Virginia Polytechnic Institute and State University is the commonwealth's largest university, having 19,000 undergraduate and 4,000 graduate students. It is a highly selective land-grant institution.

Applicants should submit a curriculum vitae by February 1, 1992, to the head of one of the College's humanities and fine arts departments or to the dean of one of the centers listed above, at Virginia Polytechnic Institute and State University, Blacksburg, Virginia 24061. Women and minorities are encouraged to apply.

MINOT STATE UNIVERSITY

The College of Business invites applications and nominations for tenure track positions within the Department of Business Administration, Accounting, and Business Education departments. Minot State University is a regional, comprehensive institution of approx. 3,600 students and a native's degree students. The College of Business enrolls over 1,000 students and is expanding to meet educational and economic development needs within the region. The University is located in Minot, ND, a geographic community of 35,000, that offers excellent travel, recreational, medical, and educational services, low crime rates, and other outstanding quality of life features.

Positions are available in the following areas:

Accountings All areas of specialty will be considered. Chairperson—Prof. David DeVera.

Management Information Systems: All areas of specialty will be considered. Chairperson—Prof. Robert Sarff.

Finance: All areas of specialty will be considered. Position subject to future approval. Chairperson—Prof. Keith Winter.

Ph.D. preferred with ABD considered. Applicants should have established record of teaching excellence and research activities. Submit résumé and three letters of recommendation to the appropriate department chairperson, College of Business, Minot State University, Minot, North Dakota 58702. Review of applications will begin immediately. Positions opened until filled

FACULTY POSITIONS

Department of Curriculum & Instruction

Five tenure-track faculty positions in the Department of Curriculum & Instruction, Portland State University, Portland, Oregon. The Department supports (a) a graduate, fifth-year M.Ed. teacher preparation program; (b) an academic M.A/M.S. program; (c) certification in Library/Media and Reading; and (d) doctoral degrees in teaching, learning, and leadership. Department faculty contribute, through teaching, advising, and supervision, both to professional certification programs and to academic programs, and conduct an agenda of scholarship appropriate for a doctoral degree granting institution. An earned doctorate is required. Scholarship is broadly defined to include non-traditional modes of inquiry, particularly action research in collaboration with local public schools, inner-city community organizations, and other educational institutions. Applicants are expected to have at least 3 years of successful, certificated school teaching experience. The Department conducts substantial activity on education for pupils at risk of not completing schooling. New faculty will participate in the further development and implementation of the doctorate.

The Department has identified needs in the following areas, although strong applicants in other areas of Curriculum and Instruction will be considered:

Urban and/or Multicultural Education
Curriculum Theory, Curriculum Development
Elementary Social Studies, Elementary Mathematics
Reading and Writing
Psychology of Teaching and Learning
Teacher Education Program Reform and Development
Integration of Special Needs Populations
Middle School Program Development

The appointments are at the Assistant Professor level, effective Sept. 16, 1992, for nine month periods. Salary is dependent upon qualifications and experience. Applicants should submit a letter of application discussing intentions and qualifications, a curriculum vitae, three to five letters of reference, and samples of scholarly work. All applications must be postmarked by February 15, 1992. Review of applicants will begin February 19, 1992. Portland State University is an Equal Opportunity and Affirmative Action Employer. Portland State University is committed to diversifying its work force and strongly encourages applications from women, minorities and individuals with disabilities.

Mailing Address: Chair, Search Committee, Department of Curriculum and Instruction, Portland State University, P. O. Box 751, Portland, OR 97207.

Pensacola Junior College Pensacola, Florida

INSTRUCTIONAL VACANCIES

RESPIRATORY THERAPY PROGRAM INSTRUCTOR JOB #0271. SALARY: $30,260-$28,830. An associate's degree in respiratory care, three years of respiratory care experience and credentials in Respiratory Therapy from the National Board of Respiratory Therapy Care, license from the State of Florida, or CRTT or RRT eligibility required. Must complete HRT license from Health and Rehabilitative Services and teaching experience preferred.

NURSING INSTRUCTOR JOB #0282. SALARY: $21,820-$27,820. A master's degree in nursing and clinical experience required. Teaching experience at the ADN level preferred. Significant progress toward a master's degree with a projected completion/graduation date will be considered.

For application materials, call 904/484-1799 by 2/3/92. Starting date as soon as possible.

ORGANIC CHEMISTRY INSTRUCTOR JOB #0279. SALARY: $21,820-$31,564. A master's degree (doctorate preferred) with an organic chemistry major required.

For application materials, call 904/484-1700 by 3/23/92. Starting date is mid August 1992.

PJC — AN EQUAL OPPORTUNITY INSTITUTION

Professor and Department Chair Department of Entomology

We seek a scientist and administrator to provide leadership and maintain a democratic atmosphere in a department of 20 faculty which emphasizes teaching, research, and extension. The Chair also represents and promotes the Department within the University and to government agencies, industry, and the public. Candidates should have a Ph.D. in entomology or related discipline and an established record of achievement in academia, government, or industry. Desired qualities include demonstrated ability in obtaining extramural funding, understanding of the land grant institution system, success in administration, effective communication skills, and evidence of leadership in entomology.

The appointment is initially for five years, on a full-time (12-month) basis, and is renewable. The position is available July 1, 1992. Review of applications will begin after February 28.

Applications should include a letter, curriculum vitae, and names, addresses, and telephone numbers of 5 references. Send nominations or applications to:

Dr. Bruce Mercer, Chair
Entomology Search Committee
124 Science II, Iowa State University
Ames, Iowa 50011

Iowa State University is a committed Equal Opportunity, Affirmative Action Employer.

UNIVERSITY OF SAN FRANCISCO

School of Nursing

Dean Norma L. Chinko, Ph.D., RN, FAAN, announces the formation of a Search Committee for the following positions:

- Associate Dean for Academic Programs
- Coordinator of Learning Resources
- Full-time tenure track nursing faculty positions in Maternity-Child, Pediatrics, Community Health, Medical Surgical and Nursing Administration

The University of San Francisco is a private Jesuit, Catholic university with an enrollment of approximately 6,800. The School of Nursing enrollment includes 450 students in the undergraduate and graduate programs. The School of Nursing has 48 faculty. The faculty are members of a Collective Bargaining Unit.

Associate Dean for Academic Programs

(Position available June 1, 1992)

- Earned doctorate and Master's in Nursing if doctorate is not in nursing
- Academic administration experience
- Teaching experience in undergraduate and graduate programs
- Demonstrated commitment to scholarly activities
- Qualify for professional rank

Coordinator of Learning Resources

(Position available June 1, 1992)

- Earned doctorate and Master's in Nursing
- Expertise in educational technology and learning resources
- Teaching experience in university setting
- Demonstrated commitment to scholarly activities
- Evidence of successful grant-writing

Maternal-Child Nursing Faculty

(Positions available August 1, 1992)

- Earned doctorate, Master's in Nursing
- Qualify for professorial rank
- Teaching experience is preferred
- Evidence of commitment to scholarly activities

The salary and academic rank are commensurate with the qualifications and experience of the individuals selected. Please send letter of nomination or application to:

Sister M. Ellen Egan, Ed.D., R.N.
Chair, Search and Screen Committee
School of Nursing
University of San Francisco
2130 Fulton Street
San Francisco, CA 94117-1080
(415) 666-6793

Application letters should include a statement of interest and a curriculum vitae. Applications will begin to be reviewed February 10, 1992 and will continue until positions are filled.

USF is an Affirmative Action, Equal Opportunity Employer.

FACULTY POSITIONS
ECONOMICS, MATHEMATICS & CHEMISTRY

Contract Length: 205 Days

MINIMUM QUALIFICATIONS: Master's degree from an accredited institution with a graduate major concentration in the primary teaching field. Minimum eighteen (18) graduate semester hours.

SALARY: $26,790-$34,016 Salary dependent upon experience and degree. Screening begins: February 24, 1992. Positions available: August, 1992.

APPLY TO: Florida Community College at Jacksonville, Human Resources Department, 501 W. State Street, Jacksonville, Florida 32202. (904) 632-3160.

An Equal Opportunity College

UNIVERSITY OF ARKANSAS AT MONTICELLO

Assistant/Associate Professor of Economics

The University of Arkansas at Monticello seeks applicants for an Assistant or Associate Professor of Economics. Must possess the ability to teach a wide range of subjects, interact with students in a small university setting, and develop a collegial relationship with other faculty in a small department. Teaching duties will be in the area of Economics, including Principles, Intermediate Economics, International Economics, Managerial Economics and Money, Banking, and Credit at the undergraduate level. Candidates should be strongly committed to teaching, professional development, institutional service, and research. Teaching assignment will consist of 12 semester hours plus involvement in campus-wide committees. Student advisement and other administrative tasks which may be assigned. DBA or Ph.D. in Economics or Business Administration with an Economics emphasis is required. Will consider an MBA or ABD at the Instructor or Assistant Professor level. University teaching experience preferred. Salary is competitive and commensurate with qualifications. Send letter of application, résumé and the names, addresses and phone numbers of three references to:

David F. Barringer
Head, Business Administration
P. O. Box 3616
Monticello, AR 71655

Starting date of employment will be August 15, 1992. Applications will be accepted until the position is filled.

AN EEO/AA EMPLOYER

Wentworth Institute of Technology
COMPUTER SCIENCE DEPARTMENT HEAD

The department head reporting to the Dean, College of Arts and Sciences, is responsible for ensuring the quality of instruction, research, service, and academic/professional accreditation for all day, evening, weekend and special programs within the department.

As a member of the teaching faculty, the department head maintains professional and technical currency by participating in instruction, professional development, and creative activities such as grant writing. It is expected that one course (4 credits) is taught each semester.

Master's degree in computer science or related field required. Doctorate desirable. Five years full-time teaching at the college level, knowledge of languages, operating systems, and computers, supervisory/managerial experience and demonstrated administrative skills necessary. Industrial experience strongly desired and a minimum of 10 years of relevant experience essential.

Only applicants who send two copies of both cover letter and résumé along with a salary history will be considered.

Employment Manager
Wentworth Institute of Technology
550 Huntington Avenue
Boston, MA 02115

An AA/EEO Employer

Phillips University
ENGLISH LANGUAGE PROGRAM

TWO POSITIONS:

- Director
- Instructor/Assistant Professor

The positions will establish the beginning of the English Language Program on the Phillips University main campus, located in Enid, Oklahoma. The positions may be negotiated as either contract or tenure track positions.

The Director will have responsibilities as to the curricular development, scheduling and implementation of the program. The Director will also be instrumental in developing a graduate program in TESL/TEFL, and working with the International Programs Office and the International Student Advisor in maintaining and developing ongoing, transition and study abroad programs. The Director will be expected to teach at least one but no more than two courses each academic term. The Director will be expected to coordinate with the Director of English Language Studies at the Phillips University-Japan branch campus on joint curricular matters. The position is an academic, rather than a staff position, and will therefore report to the Director of the Division of Language and Communication. A thorough knowledge of TESL/TEFL teaching is implied. The ability to develop tests, particularly in listening and speaking will also be important.

The position of Instructor/Assistant Professor, English Language Program will be responsible for teaching four modules per term, evaluating prospective students, and be able to attend field trips, and other duties as assigned. The class size at Phillips University is restricted to 15 students, and the average teaching load in English Language (ELP) will be 16 hours per week. Activity arrangement and supervising and working with conversation laboratories and conversation groups is an expected part of this position.

Requirements: The Director of the English Language Studies Program shall have earned a Ph.D. or Ed.D. in an appropriate discipline. The Instructor/Assistant Professor must have a master's degree in ESL/TEFL as a minimum requirement, however, a doctorate in TESL/TEFL is preferred. Both positions require extensive experience as a TESOL teacher and experience in teaching in an international setting is expected. The English Language Courses of Phillips University will be delivered in sixteen-week trimesters each containing twenty-eight week course modules. The first trimester will begin March 1, 1992.

Phillips University is a small, selective private university, rated again in 1992 as one of the best regional liberal arts colleges in the West by U.S. *News and World Report*. It has a branch campus of over 1500 students in Japan that is accredited by the North Central Association of Colleges and Schools (NCA). The University has an historic affiliation with the Christian Church (Disciples of Christ). PU

Screening interviews will be held at the TESOL annual convention in Vancouver, March 3-7, 1992. Please send a letter of application, vita, relevant materials, and a list of at least three references who may be contacted to: Glenn Doyle, Chair, Division of Language and Communication, Phillips University, 100 South University Avenue, Enid, Oklahoma 73701-6439; Tel (405) 237-4433, ext. 386; FAX (405) 237-1607.

HEARTLAND COMMUNITY COLLEGE

Heartland Community College is seeking an individual to develop a career ladder program in nursing. As Illinois' newest community college, Heartland is interested in developing a career ladder program encompassing the nursing assistant, practical nursing, and associate degree nursing programs. Articulation with baccalaureate programs is also a goal. Besides developing the curriculum and seeking state approval, position responsibilities include teaching, faculty recruitment, developing a learning lab, and selecting clinical sites. Potential for an administrative position is possible.

A master's degree in nursing is required along with 2 years' experience in clinical nursing and 2 years' experience in nursing education. A strong understanding and commitment to the concept of career laddering in nursing and experience in curriculum development are essential.

Review of applications will begin on March 3 and will continue until the position is filled. Submit letter of application and résumé to:

Jerry Weber
Vice President of Instruction
Heartland Community College
1540 E. College Avenue, Suite S
Normal, Illinois 61761

UNIVERSITY OF SOUTHERN COLORADO
College of Liberal and Fine Arts
POSITION IN HISTORY

Teach world civilization, a customary scholarship and service expectations. Doctorate with a specialization or Ph.D. in Western World History preferred. Prior college teaching experience and familiarity with quantitative methodology desired.

This position is tenure track and entry level. The doctorate is preferred required for promotion and tenure, ability to teach effectively in a culturally diverse environment required. The starting date is August, 1992. The normal teaching load is twelve hours per semester. Salary is competitive. The screening process will begin February 21, and continue until the position is filled. Forward application letter, current curriculum vitae; and names, addresses and phone numbers of three references to: Professor William Eugene, Chair, History Search and Screen Committee.

UNIVERSITY OF SOUTHERN COLORADO
2200 BONNIEVIEW DRIVE
PUEBLO, COLORADO 81001-4901

The University of Southern Colorado is an Equal Opportunity, Affirmative Action employer. Minorities and women are encouraged to apply. All contract employees are required to enroll in USC's Insurance program.

WILLIAM RAINEY HARPER COLLEGE
25 YEARS OF EXCELLENCE

William Rainey Harper College in Palatine, Illinois is a comprehensive two-year community college located in Chicago's northwest suburbs. Harper College opened its doors in 1967 with an enrollment of approximately 1,200 students. In 1992, Harper will celebrate its 25th anniversary with more than 27,000 students of all ages participating in credit, continuing education, and pre-college enrichment courses at the Harper campus and other locations throughout the district. In meeting the varied and changing educational needs of district residents, Harper College continues to be a dynamic institution, a community college in the truest sense of the term.

Career opportunities are available at Harper College for individuals who have a commitment to the very highest standards in education.

ADMINISTRATIVE POSITIONS

Résumés are currently being accepted for anticipated administrative positions for the following areas:

Assistant to the Vice President of Academic Affairs: This position assists the Vice President of Academic Affairs with the instructional and educational programs of the college. Master's degree required; Doctorate in Educational Administration preferred.

Dean of Physical Education, Athletics and Recreation: Reports to the Vice President of Academic Affairs and the Vice President of Student Affairs. Responsible for the instructional, student activity, and support service programs of the division. Master's degree required; Doctorate experience in health education, cardiac rehabilitation, wellness, and community college's preferred.

FACULTY POSITIONS

All positions have a minimum qualification of a Master's degree for the respective discipline.

Résumés are currently being accepted for anticipated faculty positions for the following disciplines:

American Sign Language Studies
Architectural Technology: Architect license, five years' computer graphics, and teaching experience required.
Biology—general: Coursework emphasis in Anatomy, Physiology, and Microbiology.
Biology—general: Coursework emphasis in Principles of Biology, Environmental Biology, and Zoology.
Chemistry
English
English as a Second Language (academic)
English as a Second Language (intermediate literacy)
Fashion
Mathematics: Computer Science experience desirable.
Physical Education: Specialization in Exercise Physiology, Health, and Cardiac Rehabilitation.
Psychology: Specialization in Developmental Psychology to teach courses in I/O and Developmental Psych.
Speech

COUNSELOR POSITIONS

Résumés are currently being accepted for anticipated counselor positions for the following areas:

Student Development Counselor: Academic, personal and career counseling. Strong emphasis in academic advising. Master's degree in Counseling/Student Personnel required.
Career Counselor/Job Coach: Provide career planning and placement for students with disabilities. Works closely with high schools and community agencies to provide transition assistance. Master's degree in Counseling/College Student Personnel and experience with students with disabilities required.
Athletic Academic Counselor: Coordinate academic advising program for student athletes. Personal and career counseling also required. Master's degree in Counseling/Student Personnel required. Experience and/or training in athletic counseling/advising required.

A letter of interest and a résumé is required for each area for which an applicant applies. APPLY NOW as our hiring process occurs throughout the spring and summer. Review of materials will begin on February 17, 1992. Please submit résumés to:

Personnel Associate
William Rainey Harper College
1200 West Algonquin Road
Palatine, IL 60067-7398

William Rainey Harper College is an Equal Opportunity Employer.
Women and minority candidates are encouraged to apply.

NORTH COUNTRY COMMUNITY COLLEGE

Saranac Lake, New York 12983

1992-1993 Faculty and Administrative Openings

North Country Community College is a multi-campus, two-year institution located in the Tri-Lakes region of the Adirondack Mountains and is a unit of the State University of New York. The College attracts a diverse population of approximately 1600 students into A.A., A.S., A.A.S. and certificate programs. Nearby Lake Placid offers exciting opportunities to be involved with Olympic and world class athletic competitions.

INSTRUCTIONAL SERVICES DIRECTOR: 12 month position to supervise support services to college's academic programs including libraries, learning/teaching/media center, learning assistance centers and distant education system. Master's degree in appropriate field(s) required; doctorate preferred. Experience at post-secondary institution and 3-5 years successful administrative experience required. Knowledge of learning assistance center operations, instructional technology and library operations of community college level desired.

TEACHING/LEARNING/MEDIA CENTER COORDINATOR: 10 month position to operate and supervise diverse teaching/learning/media center. Bachelor's degree in appropriate educational area required; master's preferred. Ability to operate various video and satellite systems, knowledge of IBM and Macintosh systems, instructional design experience and ability to facilitate introduction of innovative instructional technology desired.

STUDENT SERVICES AND COUNSELING DIRECTOR: 12 month position to plan, supervise and implement student activities, orientation, student housing, programming for academic and student affairs areas and direct counseling activities for all campuses and extension site locations. Master's degree in Counseling and administrative experience required; doctorate preferred. Experience in community college counseling, student personnel services with variety of programming at community college level preferred.

COMMUNITY RELATIONS DIRECTOR: 12 month position to coordinate public relations, publications and development activities. Experience in community/public relations experience. Microcomputer word processing required. Desktop publishing experience helpful. Bachelor's degree expected; master's preferred.

ENGLISH: Two Positions: (1) Developmental English, freshmen composition and literature or humanities electives. (2) Freshmen composition and literature or humanities electives. Both positions based at Malone Branch Campus. Master's degree in English required; doctorate preferred. Strong composition or developmental background and previous college teaching experience required. Specify position applying for in letter.

MATH/BIOLOGICAL SCIENCES: Based at Malone Branch Campus, basic concepts through calculus and in biological sciences courses to include environmental conservation with laboratories. Master's degree in mathematics, science or related field required. Community college teaching preferred.

PHYSICAL EDUCATION: Various physical education activity courses (including aquatics, health, wellness and fitness, dance), advanced first aid, health and recreation courses and coaching of women's sports. Master's degree in physical education required. Aquatics and advanced first aid certifications required. Collegiate teaching and coaching experience preferred.

All positions are full-time, tenure track, based at Saranac Lake Campus and 9 month unless otherwise indicated with possible assignment to other campuses, correctional facility programs or extension site locations with reimbursable travel.

Candidates should forward letter, resume' and names, addresses and telephone numbers of three references to:

Office of Dean of Academic & Student Affairs
North Country Community College
P.O. Box 89, 20 Winona Avenue
Saranac Lake, NY 12983-0089

Screening begins February 1, 1992; applications accepted until positions are filled.

AA/EO Employer

Professor of Art History
9 - Month Salary

The Savannah College of Art and Design seeks applicants for a full-time faculty position in art history. The College offers BFA and MFA degrees in eleven majors, including art history, as well as the BArch. degree. Teaching is an essential component of each student's liberal arts curriculum. Faculty applicants must possess a Ph.D. and should have previous teaching experience. Women and minorities are encouraged to apply. Send cover letter and résumé to: Search Committee, SCAD, P. O. Box 3146, Savannah, Georgia 31402. AA/EOE.

Design Department Head
Carnegie Mellon University

Carnegie Mellon University, which pioneered design education more than 50 years ago, is focused on redefining its design program. We're looking for a person to head our Department of Design, a department that grants degrees in both graphic and industrial design. We need the right person, someone with vision and energy who knows design, is committed to education, understands business, and manages well.

Please send a current vitae to
Daniel Boyarski
Chair, Search Committee
Department of Design, MM110
Carnegie Mellon University
Pittsburgh, PA 15213-3890

Application deadline is Jan 31, '92

Carnegie Mellon University is an affirmative action/equal opportunity employer

Community Health Faculty

Saint Luke's College is seeking a full-time nursing faculty to develop and teach community health in an upper division baccalaureate nursing program. Masters in Community/Public Health nursing required, doctoral preparation in nursing or related area preferred. Candidate must have RN licensure in Missouri, at least 2 years' clinical experience and prior baccalaureate teaching experience. Rank and salary are commensurate with qualifications, education and scholarly activity. Review of applications will begin February 3, 1992 and continue until the position is filled. Qualified candidates should send letter of inquiry, CV, and names and telephone numbers of three professional references to: Dean, Helen Amos Gaynor, EdD, RN, Saint Luke's College, 4628 Wornall Road, Kansas City, Missouri 64111.

EOE

BAYLOR UNIVERSITY
School of Education Faculty Vacancy

Department of Educational Psychology: Assistant/Associate Professor. Terminal degree in Educational Psychology or Special Education. Teach courses in statistics, research, and exceptionality. Quality for membership on Graduate Faculty. K-12 teaching experience desirable.

Position is for Summer or Fall, 1992. Screening of applicants will begin on February 1 and continue until the position is filled. Application materials should consist of a letter of application, a resume, and the names and addresses of at least three references. Send materials to: Bill G. Lemke, Dean, School of Education, BU Box 97304, Baylor University, Waco, TX 76798-97304. Baylor University is an Equal Opportunity, Affirmative Action employer; minority candidates are encouraged to apply; preference will be given to Southern Baptists.

Bulletin Board
(202) 466-1050

Hospital and Health Administration and Center for Health Services Research is seeking candidates for tenure track faculty positions: Associate and/or Assistant Professor (tenure track), and/or Faculty in areas (topic/area inquiry). An Affiliated Research Scientist position may also be available. Responsibilities include developing and implementing health services research grants, and teaching graduate-level courses. Qualifications are an earned doctorate in health care administration/related disciplines and strong methodological skills. Send letter of interest and three letters of reference to James E. Rohrer, Search Committee Chair and Head, Graduate Program in Hospital and Health Administration, 2700 Stadium Building, The University of Iowa, Iowa City, Iowa 52242. EOE/AA. Minorities and women are encouraged to apply.

History: U.S. History. Full-time, tenure-track Assistant Professor (higher rank possibility considered in the case of exceptional qualifications and experience), pending administrative approval, in Ph.D. granting department in Gr. Bost. Chair, History Search Committee, Concord College, Athens, West Virginia 24712. Between interviews will begin on February 15 and continue until the position is filled.

History Visiting Assistant Professorship in European Civilization. Renewable up to three years. The successful applicant will teach four sections of the European survey per semester. ABD or Ph.D. required. Teaching experience preferred. Please send application, curriculum vitae including transcripts, and at least three letters of reference to Professor Richard Bodek, Department of History, ASU Box Street, College of Charleston, Charleston, South Carolina 29424 by March 1, 1992. AA/EOE.

Business Administration. Position available July 1. Resume of applications with letter of application and references to: Richard Hermann, Department of Business Administration, College of Health Related Professions, Medical University of South Carolina, 171 Ashley Avenue, Charleston, South Carolina 29425. MUSC is an EO/AA.

Health Education: Focus on Cancer. Albany, West Virginia. Faculty position with tenure-track appointment in Health Education with the possibility of a partial appointment in Sports Education or Physical Education. Responsibility for developing a Health Education Program which can be submitted to the West Virginia Department of Education and the Board of Directors of the State College System by Spring Semester 1993. Doctorate in Health Education preferred. Master's degree required. Teaching experience in health at the public school and college levels a plus. Salary is competitive and commensurate with qualifications. Screening of candidates will begin March 1, and continue until the position is filled. Application and nomination data may be obtained from: Dr. Wm. Hughes, Chairman, Department of PHP & HP, Box 47, Concord College Athens, West Virginia 24712. Concord College is a member of the College of Fine Arts. EOE/AA.

Health/Physical Education: Assistant Professor. The Department of Health Performance and Health Promotion (HPP) of the University of New Haven, the urban campus of the USC System, invites applicants for a tenure track position beginning August, 1991. Application deadline is March 15, 1992, or until the position is filled. Qualifications include Ph.D./Ed.D. or equivalent, ability to provide graduate level undergraduate instruction, and research/scholarship. Send letter of application, vita, and the names of three references to: Dr. Bernie Chaly, Department of Health Performance and Health Promotion, University of New Haven, West Haven, CT 06516. EOE/AA.

Health Services Administration: Faculty/Research Position. The Graduate Program in Health Services Administration at the University of Iowa, Iowa City, Iowa 52242, invites applications for a tenure-track faculty position beginning August 1991. Application deadline is March 15, 1992, or until the position is filled. Qualifications include a doctoral degree in health education, health care administration, or related field, and a record of research and teaching in health education. Send letter of application, vita, and the names of three references to: Dr. Gerald Lynch, Chair, Search Committee, Department of Health Education, College of Dentistry, University of Iowa, Iowa City, Iowa 52242. EOE/AA. Minorities and women are encouraged to apply.

Generalist in French to teach French language courses on all levels and French literature. Ph.D. in French. Some teaching experience preferred. Applications due March 20, 1992. Both positions: Applications to Herbert Quandahl, Chairperson. AA/EOE. Applications from women, minorities, and handicapped individuals encouraged.

French/English/Spanish: French/English or Spanish. Assistant or Associate Professor, possible tenure track, beginning August 1992. ABD or Ph.D. in French, and/or degree in English and/or Spanish, teaching experience and native or near-native fluency in French. Responsibilities include expansion of French major, 300 level in lower and upper division French, 104 level in English or Spanish. Send letter of application, vita, transcripts, and letters of reference by March 15 to Dr. David L. Chandler, Assistant Dean, Grandview College, Lamoni, Iowa 50140.

French/Latin: Entry level, tenure-track, assistant professor position beginning Fall 1992. Teach all levels of French; first- and second-year Latin. Evidence of good teaching is a priority. Ph.D. or ABD in French with minor in Latin is preferred. Send letter of interest, three letters of reference, and vita to: Dr. Gerald Langowski, Chair, Search Committee, Saint Mary's College of Minnesota #75, 700 Terrace Heights, Winona, Minnesota 55987-1399. Screening begins February 1 and will continue until position is filled. AEO/AA employer.

Genetics: Clinical Genetics. Faculty position available beginning March 1, 1992, at the Mayer Rehabilitation Institute, the rehabilitation program for the University of Nebraska Medical Center. Within the large complex serving 2,800 new families and 23,000 individual visits is the Susie B. Monroe Center for Human Genetics. The genetics center provides cytogenetic studies, counseling, clinical diagnosis, and biochemical assessment to individuals throughout the state of Nebraska. The clinician participates in clinic across the state at least three references by March 1, 1992 to Betty Fong, Chair, Department of Geography, Mail #8004, 2115 Stampfer Avenue, St. Paul, Minnesota 55105-1896. The University of St. Thomas is an equal opportunity, affirmative action employer.

Geology: Anticipates a position in environmental geology in one of the following areas: hydrogeology, low temperature geochemistry, remote sensing/geomorphology. Tenure-track, Assistant Professor. Position begins August 20, 1992. A Ph.D. is required. Responsibilities will include undergraduate teaching, research projects, graduate thesis advisement, and research. The department has just moved into a large, newly renovated building. In addition to standard facilities, we have specialized laboratories in geochemistry, sedimentology, image analysis, GIS, and computer graphics. Letters of application should include a statement of research interests, vita, and the names of at least three references. Deadline March 1, 1992. Submit to: Chair, Search Committee, Department of Geology, Bowling Green State University, Bowling Green, Ohio 43403. AA/EOE.

Grants Administration: Grants Officer. The University of New Haven, an independent urban university, seeks a grants officer with 3-4 years' experience in federal and state grants process and post-award grant administration. Must be able to maintain great activity in order to seek out/create opportunities for institution, department, projects, faculty researchers. Must have excellent communications, organizational and interpersonal skills. Bachelor-level degree and work well with principal investigators and grant making agencies. Position opens in February. Submit application immediately to UNH, Search Committee / Department Search #92-02, 300 Orange Avenue, West Haven, Connecticut 06516. Compensation is commensurate with background and experience. UNH is an Affirmative Action, Equal Opportunity Employer.

Graphic Design/Art: Graphic Design/Studio Instructor. Department of Art, University of Evansville, 1800 Lincoln Avenue, Evansville, Indiana 47722. Department of Art seeks instructor with MFA to teach Graphic Design, Computer Graphics and Printmaking. Teach Design or Drawing. Professional and teaching experience required. Tenure track position beginning August 1992. Send letter of application, vita, three letters of reference and slides of personal work to: Eric Mohr, Chairman, Department of Art, University of Evansville, Evansville, Indiana 47722. Application deadline April 1992. AA/EOE.

Graphic Design/Illustration: Graphic Designer/Illustrator for East Coast regional institute, responsible for creating and executing designs and illustrations. Work 150-250 projects per year ranging from recruitment brochures to conference books. Requires proven and original illustration ability, ability to accomplish and/or research unusual subject matter. A variety of styles and techniques is preferred. Must be able to handle all phases of design and production including concept development, project design and graphic process and post-award grant administration. Must be able to maintain great activity in order to seek out/create opportunities for institution, department, projects, faculty researchers. Must have excellent communications, organizational and interpersonal skills. Bachelor-level degree and work well with principal investigators and advertising agency or publications house. Salary $32,000+/year. Send resume and cover letter to: Personnel Department, Search #92-02, 300 Orange Avenue, West Haven, Connecticut 06516. Compensation is commensurate with background and experience. UNH is an Affirmative Action, Equal Opportunity Employer.

Graphics/Engineering and Technical: North Carolina State University, seeks applicants for a tenure track position available in the Graphic Communications Program with a tenure commitment to begin in August of 1992. Applicants must have an earned doctorate, demonstrated teaching skills and proficiencies in engineering technical graphics, computer graphics and CAED. Activity in related professional organizations and a record of professional scholarship and applied publications are desired but helpful. Review of applications will begin March 1, 1992 and will continue until the position has been filled. Inquiries are welcomed. Applicants should send cover letter, application form, current resume, transcripts and three current letters of reference to: Department of Occupational Education, Box 7801, North Carolina State University, Raleigh, North Carolina 27695-7801. For more information call (919) 515-1836. North Carolina State is an equal opportunity, affirmative action employer.

Health Care Administration: The Medical University of South Carolina, College of Health Related Professions, Full-time faculty position in Bachelor of Health Services program, an articulation program for practicing health professionals. Responsibilities include teaching, curriculum development and implementation, course evaluation, and student advisement. Doctorate in Health Administration, the MUSC Comprehensive academic health center, administrative experience in health care, and a record of scholarship and/or publications required. Salary is competitive and commensurate with experience and education. Deadline for applications is March 1, 1992. Send letter of application, curriculum vitae, and the names of three references to: Dr. Ann Mitchell, Chairman, Search Committee, Department of Health Services Administration, Box 250-H, Medical University of South Carolina, 171 Ashley Avenue, Charleston, South Carolina 29425. MUSC is an EEO/AA.

Health Education: Focus on Cancer. Albany, West Virginia. Faculty position with tenure-track appointment in Health Education with the possibility of a partial appointment in Sports Education or Physical Education. Responsibility for developing a Health Education Program which can be submitted to the West Virginia Department of Education and the Board of Directors of the State College System by Spring Semester 1993. Doctorate in Health Education preferred. Master's degree required. Teaching experience in health at the public school and college levels a plus. Salary is competitive and commensurate with qualifications. Screening of candidates will begin March 1, and continue until the position is filled. Application and nomination data may be obtained from: Dr. Wm. Hughes, Chairman, Department of PHP & HP, Box 47, Concord College Athens, West Virginia 24712. Concord College is a member of the College of Fine Arts. EOE/AA.

Health/Physical Education: Assistant Professor. The Department of Health Performance and Health Promotion (HPP) of the University of New Haven, the urban campus of the USC System, invites applications for a tenure track position beginning August, 1991. Application deadline is March 15, 1992, or until the position is filled. Qualifications include Ph.D./Ed.D. or equivalent, ability to provide graduate level undergraduate instruction, and research/scholarship. Send letter of application, vita, and the names of three references to: Dr. Bernie Chaly, Department of Health Performance and Health Promotion, University of New Haven, West Haven, CT 06516. EOE/AA.

Health Services Administration: Faculty/Research Position. The Graduate Program in Health Services Administration at the University of Iowa, Iowa City, Iowa 52242, invites applications for a tenure-track faculty position beginning August 1991. Application deadline is March 15, 1992, or until the position is filled. Qualifications include a doctoral degree in health education, health care administration, or related field, and a record of research and teaching in health education. Send letter of application, vita, and the names of three references to: Dr. Gerald Lynch, Chair, Search Committee, Department of Health Education, College of Dentistry, University of Iowa, Iowa City, Iowa 52242. EOE/AA. Minorities and women are encouraged to apply.

History: U.S. History. Full-time, tenure-track Assistant Professor (higher rank possibility considered in the case of exceptional qualifications and experience), pending administrative approval, in Ph.D. granting department in Gr. Bost. Chair, History Search Committee, Concord College, Athens, West Virginia 24712. Between interviews will begin on February 15 and continue until the position is filled.

History Visiting Assistant Professorship in European Civilization. Renewable up to three years. The successful applicant will teach four sections of the European survey per semester. ABD or Ph.D. required. Teaching experience preferred. Please send application, curriculum vitae including transcripts, and at least three letters of reference to Professor Richard Bodek, Department of History, ASU Box Street, College of Charleston, Charleston, South Carolina 29424 by March 1, 1992. AA/EOE.

MONTEREY PENINSULA COLLEGE
Monterey, California

Monterey Peninsula College is located on a wooded setting overlooking Monterey Bay and is characterized by its informality and student-oriented atmosphere. It is committed to an open door admissions policy and a comprehensive curriculum offering transfer, vocational-technical, and community education. M.P.C. serves more than 10,000 culturally and socio-economically diverse students who enroll each semester.

FACULTY/ADMINISTRATIVE VACANCIES

MATHEMATICS INSTRUCTOR
FULL TIME, TENURE TRACK
Work year: 177.5 days
Salary range: $28,233-$39,605

VICE PRESIDENT ADMINISTRATIVE SERVICES
FULL TIME, 12-MONTH POSITION
Salary starting at $6,267 per month

Excellent fringe benefits. Must meet new state minimums: Master's degree or equivalent required, or possess appropriate California Community College credential

DEADLINE FOR RECEIPT OF REQUIRED APPLICATION MATERIALS
MARCH 11, 1992 AT 5 P.M.

Positions contingent on funding and Governing Board approval. For a complete announcement and the required application materials, contact:

Monterey Peninsula College Human Resources
980 Fremont Street
Monterey, CA 93940-4799
Phone: (408) 646-4016
FAX: (408) 655-2627

MPC

An Equal Opportunity Affirmative Action Employer

DIRECTOR OF COMMUNICATION SERVICES

Slippery Rock University, one of fourteen universities comprising the Pennsylvania State System of Higher Education, is seeking applications for the position of Director of Communication Services within its Division of University Advancement.

Reporting to the Executive Director for University Advancement, this individual is responsible for planning, organizing, and implementing a comprehensive communication program to promote the University's mission and to enhance its image throughout its constituencies. The position is responsible for an ambitious communications program that includes promotion and publicity, publications, graphic design, media relations, photography, printing and duplicating services, and advertising. Other responsibilities include devising strategy, budgeting, scheduling, and coordinating all projects within the office.

Bachelor's degree in journalism, communication or in a related field, experience in supervision of professional and support staff, and a minimum of five (5) years of experience in professional writing, public and media relations and publication design required. Candidate must have a thorough knowledge of desktop publishing and an understanding of printing processes. A master's degree is highly desirable. Minorities and women are especially encouraged to apply.

Send letter of interest, current resume, and the names, addresses and telephone numbers of three (3) professional references to:

Mr. Edward R. Bucha
Executive Director for University Advancement
Slippery Rock University
100 Old Main
Slippery Rock, PA 16057

Minimum starting salary is approximately $37,000, plus excellent fringe benefits.

To ensure consideration, application materials should be received by February 24, 1992.

SLIPPERY ROCK UNIVERSITY IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER.

Claremont McKenna College

DIRECTOR OF ALUMNI RELATIONS

The director is responsible for the development, planning, and implementation of alumni programs, and coordinates, with the president of the alumni association, its executive committee, and its board of directors, the management of the alumni association. Other responsibilities include constituency development, including student/alumni relations; involvement in student recruitment and career development; coordination of reunion giving program; chapter activities; annual continuing education.

Claremont McKenna College is a highly selective, private, liberal arts college with emphasis in public affairs and economics. It is one of the five undergraduate institutions that with the Claremont Graduate School comprise The Claremont Colleges. Review of applications begins immediately and continues until the position is filled. CMC is an AA/EEO employer.

Send letter of application and résumé with salary history to Barbara J. Candil, Director of Personnel, Claremont McKenna College, 500 East 9th Street, Claremont, CA 91711.

EDUCATION MANAGER
American Academy of Physical Medicine and Rehabilitation

American Academy of Physical Medicine and Rehabilitation located in Chicago, Illinois seeks master's level medical education specialist. Must be able to apply a hands on capability to planning and implementing CME based education programs for physicians. Accepted applicant will work directly with volunteer members and be F.C. literate. Association experience preferred. Competitive salary and benefits. Box 20-100, The Chronicle of Higher Education.

THE ALEX G. NASON PRIZE
2-YEAR COMPUTATIONAL SCIENCE POSTDOCTORAL FELLOWSHIP at SYRACUSE UNIVERSITY

The Alexander G. Nason 2 year postdoctoral fellowship encourages talented scientists to participate in the research of the Syracuse Center for Computational Science (SCCS) at Syracuse University. SCCS, directed by Geoffrey Fox, offers an interdisciplinary program where researchers use high performance parallel computers on scientific and industrial applications and develop hardware, software and algorithms.

The Alex G. Nason Prize, a 2-year computational science postdoctoral fellowship for 1992-93, will begin in either the Summer '92 or Fall '92 semester. Individuals who have been awarded a Ph.D. in the past 3 years (Spring '89 or later) are eligible. Preference will be given to applicants who have demonstrated ability in interdisciplinary research, combining computer science with application areas. Current application areas of interest include Physics, Financial Modeling, Neuroscience, Aerospace Engineering and Virtual Reality. The parallel computing facilities of Syracuse University, including the Connection Machine CM-5, the DECmpp 12000, the nCUBE2, and the Encore Multimax will be available to the recipients. The Nason Prize for 92-93 will include a salary of $50,000 plus fringe benefits, a $5,000 annual research fund and a $5,000 departmental fund to assist the fellow with relocation, personal workstation support, conference travel, etc.

For more information, contact Betty LaRiante at (315) 443-1722 or send email to bl@nova.syr.edu. To apply, send a cover letter, curriculum vitae, and three letters of reference to: Betty LaRiante, Support Coordinator, NPAC/SCCS, 111 College Place, Syracuse, NY 13244-4100. Materials must be postmarked on or before February 15, 1992. Syracuse University is an EO/AA Employer.

History: Modern European History. The Department of History/Political Science at the College of St. Francis invites applications for a full-time faculty position at the Assistant Professor level beginning August 1992. Primary field in Modern Europe with a secondary field in a Third World area (Africa, Middle East, or Asia preferred). Ideal candidate will teach introductory courses in Western Civilization, and upper level courses in the history major. Ph.D. required at the time of appointment. The College is implementing a new core curriculum and the history faculty will participate in teaching in this program. The College of St. Francis is a Catholic college offering programs in the liberal arts and sciences as well as professional, pre-professional and career programs at both the undergraduate and graduate levels. CSF is located thirty-five miles southwest of Chicago. CSF is an Equal Opportunity Employer and encourages the application of qualified women and minorities. Salary and benefits are competitive. Send letter of application, curriculum vitae, sample syllabi, three letters of reference, and transcripts to Mr. James Conroy, History Search Secretary, College of St. Francis, 500 Wilcox Street, Joliet, Illinois 60435. Review of applications will begin February 15, 1992, and will continue until the position is filled.

History: Eastern Illinois University, Charleston, Illinois 61920. Beginning August 25, 1992. Teach Afro-American History survey and advanced courses in successful candidate's area of competence. Other duties include scholarly activity and service to historical profession, University, and Department. Ph.D. required for tenure; preferred also: dissertation and publications completed. Special graduate course in research and dissertation and/or publication in Afro-American History. Applications due February 1, 1992 to David Maurer, Chairperson, A/AOHL Applications from women, minorities and handicapped individuals encouraged.

History: The Federal Judicial History Office of the Federal Judicial Center has an opening for an Associate (Visiting/Adjunct). The Office provides historical services to the judicial branch, the academic community, and the public. Responsibilities include production of the Guide to Judicial Records and reference work on the history of the federal judiciary. Qualifications: Ph.D. in American history or the equivalent, with archival training and/or experience. Desirable qualifications include demonstrated oral and writing skills; evidence of successful scholarly publication; experience in the administration of historical programs and in the creation of specialized knowledge of the history of the federal court system; familiarity with computerized data bases. Salary range to $50,380 depending upon demonstrated qualifications and experience. Civil Service rating is required. All federal government benefits are applicable. To apply, send your resume, with cover letter highlighting relevant experience and qualifications, and the names of three references to: Federal Judicial Center, Attention: Personnel Office (Announcement 491-27), 1520 H Street, N.W., Washington, D.C. 20005. Position will remain open until filled. EOE.

History: Modern European History: Tenure track Assistant Professor appointment beginning Fall, 1992. Specialization must be in German, French or Russian history. Teaches will include introductory survey of Europe since 1715 and advanced courses in specialty. 32 course load. Ph.D. must be in hand by August 15, 1992. Teaching experience and publications preferred. Send letter of application, curriculum vitae, official transcripts and the names, addresses and telephone numbers of at least three individuals whom the committee may contact for recommendations to Professor Anne H. Tripp, Department of History, Oakland University, Rochester, Michigan 48309-4401. Committee will begin considering applications on February 15 and will continue to consider them until the position is filled. Women and minorities are encouraged to apply. AA/EOE. For further details, telephone 1-313-370-3511.

History: Hastings College seeks to fill full-time tenure-track position in history, to begin August, 1992. Qualifications include competence in as many of the following areas as possible: early and modern Europe, Third World, Western Civilization, and World Civilization. Specialties in other non-European, non-American areas also considered. Hastings College is an independent, Presbyterian-related liberal arts college in South-Central Nebraska. Enrollment is about 1,000 students. The Department includes two full-time faculty members, four part-time instructors, and 35 majors. Ph.D. required. Rank and salary commensurate with qualifications and experience. Applications postmarked by February 1, 1992 will receive full consideration. Hastings College is an Equal Opportunity Employer.

History: U.S. History, Assistant Professor, tenure-track, entry level, 1877-1917, with special emphasis on Gilded Age and the Progressive Era. Must also be able to teach Western Civilization survey courses. Send letter of application, resume, three letters of recommendation, and transcripts to Office of Academic Affairs, History Search, Western Kentucky University, 1526 Kimmelwick Road, Bowling Green, Kentucky 42101-1776. Review of applications will begin February 15, 1992. Women and minorities encouraged to apply. Affirmative Action, Equal Opportunity Employer.

History: Linfield College seeks to fill a one-track assistant professor position beginning September 1992. Teaching will involve 2 sections of U.S. history survey and two sections of Western Culture, a general education course. Emphasis on late 19th/early 20th century U.S. History preferred. Ability to teach Third World/Asian studies, modern European history preferred. Ph.D. required. Linfield is a liberal arts college affiliated with the American Baptists. Applicants should be able to contribute to the college's commitment to the education of students from a variety of backgrounds. Send letter of application, curriculum vitae, three letters of recommendation, and transcripts to Office of Academic Affairs, History Search, Linfield College, McMinnville, Oregon 97128. Review of applications begins March 20, 1992. AA/EOE.

Curator of Manuscripts
Harvard College Library

Reporting to the Librarian of the Houghton Library, the Curator provides imaginative leadership for one of the world's pre-eminent collections of manuscripts. The collections, over 5,000,000 items, comprise papyri, early European manuscripts, extensive literary manuscripts (including the most significant archives of nineteenth- and twentieth-century American literature), publishing records, photographs, musical scores, philosophical writings, and political, missionary, and other historical materials.

The Curator is responsible for the development, cataloging, and conservation of the collections, and for fundraising, scholarship, teaching, exhibitions, and publications based on the collections. The Department maintains an ambitious acquisitions program through purchase, gift, and bequest. The Curator will assume responsibility for introducing electronic cataloging and broadening access through the national utilities.

Qualifications: an advanced degree in an academic discipline related to the holdings; successful experience within special collections or comparable area; distinction in one's scholarly work; the ability to supervise department members and to work in concert with colleagues in other departments to further the educational and research mission of the Library as a whole.

Anticipated hiring salary mid 50s **Available: Spring 1992**

Major Benefits: One month's vacation; generous holiday and sick leave; choice of health plans; dental insurance; life insurance; University-funded retirement income Plan; tax deferred annuity options; tuition assistance.

The Search Committee will begin screening applications on February 1, 1992 and will continue until the position is filled.

To apply, please send a letter of interest, resume and the names of three references to: **Hazel C. Staraps, Director of Personnel Services, Harvard College Library, Widener 188, Cambridge, MA 02138. Harvard University upholds a commitment to Affirmative Action and Equal Opportunity.**

Harvard University
The Houghton Library

Academic Development Center

Boston College is seeking dynamic, flexible, and hardworking individuals to develop and direct key programs within its newly established Academic Development Center. The Academic Development Center (ADC) provides an innovative, comprehensive program of academic support for students, teaching preparation for graduate TAs and TFs, and faculty development.

Boston College is a coeducational Jesuit university with over 14,000 students in liberal arts and professional programs from the baccalaureate to the doctoral level.

The Coordinator of Academic Skills Programs designs, leads, and evaluates workshops, seminars, and courses to help Boston College students develop more effective learning, study, and writing skills; and assists department and individual faculty in promoting and reinforcing these academic success skills. This person also develops, implements and evaluates the Academic Development Center's instructional technology programs; and assists the Director and staff with other teaching and learning improvement efforts as needed. **Requirements:** Master's degree in an appropriate field (such as instructional design, instructional technology, educational psychology, etc.); 3-5 years of relevant higher education experience in academic skills development and instructional technology; excellent writing, speaking, instructional and interpersonal skills. Doctorate in appropriate field desirable.

The Coordinator of Tutoring and Supplemental Instruction works closely with departments and schools to develop tutorial and supplemental instruction programs; selects, trains, and supervises 30-plus student employees—tutors, instructional assistants, receptionists, and graduate supervisors—each semester; and keeps records, evaluates, and prepares reports on these activities. This person also assists the Academic Development Center Director in providing graduate teaching assistants and teaching fellows with preparation, training, and support for their work as college instructors, and assists the Director and staff with other teaching and learning improvement efforts as needed. **Requirements:** Master's degree in an appropriate field (such as instructional design, educational psychology, etc.); 3-5 years of relevant higher education experience directing a tutoring program; excellent writing, speaking, instructional, and interpersonal skills. Doctorate in an appropriate field is highly desirable. Experience in preparing graduate students for college teaching is strongly preferred.

The Coordinator of Academic Support Services evaluates and diagnoses students suspected of having learning disabilities and related disorders; develops individualized learning plans for LD and other students; offers individual and small-group tutoring in learning and study skills and strategies; provides liaison and outreach to faculty, administrators, parents, and alumni; and maintains records, evaluates, and reports on these services. This individual also designs, implements, and evaluates academic support services—including workshops, seminars, and short courses—for academically underprepared and for gifted and talented students, and assists the Academic Development Center's Director with development, sponsored research, and outreach activities. **Requirements:** Doctorate in Learning Disabilities or closely related field; at least two years' relevant experience in higher education setting; and excellent writing, speaking, diagnostic, clinical, and interpersonal skills. Experience with underprepared and/or gifted and talented college students is preferred.

Applications received before February 24, 1992 will receive first consideration. To apply, please send 2 copies of resume, cover letter, and names of three references to: Thomas A. Angelo, Director, Academic Development Center, O'Neill Library, Boston College, Chestnut Hill, MA 02167-3810.

Boston College is an Equal Opportunity/Affirmative Action Employer.

BOSTON COLLEGE
A Jesuit University.

OLD DOMINION UNIVERSITY
Announces the Formation of its
PRESIDENT'S GRADUATE FELLOWSHIP PROGRAM

With the aim toward increasing the number of minority and women faculty members who hold the terminal degree in underrepresented academic areas at Old Dominion University, the University has established the President's Graduate Fellowship Program for the academic year 1992-93.

Fellowship Terms: During a period not to exceed five years while fellows are in a non-tenure track faculty appointment, Old Dominion will support fellows that make satisfactory progress while pursuing the terminal degree. Financial support will be in a federal fixed rate stipend in addition and fees, but also stipend at up to one-half of the non-tenured faculty salary, health coverage, travel and research assistance.

Eligibility: Applicants must be enrolled in or accepted into a graduate program at an accredited institution leading to a terminal degree. All applicants must be U.S. citizens.

For full consideration, applications should be received by 1 March. Address inquiries and requests for application materials to:

The President's Graduate Fellowship Program
Office of Research and Graduate Studies
Old Dominion University
210 New Administration Building - Norfolk, VA 23529-0013

Old Dominion University is an affirmative action, equal opportunity institution.

INTERNATIONAL EDUCATIONAL MANAGEMENT CONSULTANT

Position
Act as a project leader of a major school development and evaluation project in Germany, and be prepared to act as a consultant to other European countries on evaluation and school improvement. Contract will be based in the IMTEC office in Oslo, Norway, for the duration of the project (5 years).

Qualifications
Candidate must have appropriate credentials in Educational Management, Organizational Development or Organizational Behavior, and educational evaluation, and have worked as a consultant dealing with institutional development at the school or district level. International experience important. German language competence advantageous.

Salary
US$35,000-US$45,000 plus expense account.

Application procedure
Submit résumé with a letter describing career history and objectives to IMTEC, Dynekilgt. 10, 0369 Oslo, Norway. For information: Fax: 4-47-2-715555. Telephone: 4-47-2-373621.

FLORIDA INSTITUTE OF TECHNOLOGY
Director of Undergraduate Admissions

The director of undergraduate admissions is responsible for developing and implementing the marketing plan and plan for the undergraduate schools/college of the university. The director reports to the vice president for student affairs.

Florida Institute of Technology is the only independent technological university in the Southeast. Located on the site of Florida's new Kennedy Space Center, the highly selective University provides a wide range of undergraduate, master's and doctoral programs to over 6,000 students.

The successful candidate will need to meet the following requirements:
- Master's preferred in appropriate field of study
- Outstanding record of progressively responsible, successful achievement at the field of study graduate level
- Demonstrated experience in marketing, selecting, managing, analysis
- Demonstrated superior communication of ideas and computer application
- Knowledge of and experience in international recruiting
- Commitment to quality employment and continuous improvement
- Demonstrated ability to work with all segments of the university community
- Outstanding communication skills, listening and speaking
- Admissions experience in technological/scientific undergraduate/university preferred.

Initial screening will take place in March and on campus interviews for finalists will be held in early April, 1992. Preferred start date is May, 1992. A completed application will include current resume, letter of interest, and three (3) letters of recommendation. Salary and fringe benefits are competitive commensurate with experience.

Contact: Dr. Richard A. Hudson
Dean of Students & Chair of Search Committee
Florida Institute of Technology
150 W. University Blvd
Melbourne, FL 32901

F.I.T. is an EEO/AA employer.

POSSIBLE MATHEMATICS OPENING

Mathematical generalist to teach a broad variety of mathematics courses, beginning August 1992. Ability in local calculus-based physics (with Lab) preferred, experience in Engineering Mathematics (e.g., Statics, Dynamics) and/or Mathematical Statistics is helpful. Other duties will include advising, committee duties, and possibly supervising Actuarial Exams. The successful candidate will hold a Master's Degree in Mathematics (Ph.D. preferred) and be committed to quality classroom teaching. Jamestown College is a four-year liberal arts institution affiliated with the Presbyterian Church and seeks a person with a commitment to non-sectarian Christian higher education. Send letter of application, current CV, and three letters of recommendation to Dr. Richard Smith, Box 6009, Jamestown College, Jamestown, ND 58405.

LAFAYETTE COLLEGE
ASSISTANT DIRECTOR OF CAPITAL GIFTS

Works in Capital/Major Gifts Program cultivating and soliciting major donor prospects, developing stewardship for prospects, providing stewardship services, keeping records current, and supporting others with their prospects. Requires bachelor's degree, fundraising experience, communication skills. Travel required. Knowledge of alumni giving advantageous. Write immediately with resumé to: Capital Gifts Search, Office of Development, Lafayette College, Easton, PA 18042-1774. Lafayette College is committed to equal opportunity through affirmative action.

History: Nativ American History. Assistant Professor, tenure-track position, to begin September 1992. Native American history with ability to teach Early Modern History in West. American history survey, and other topical classes in area of specialization preferred, will consider. Ability to teach Ethnic History required. Ph.D. required by September 1992. Salary and rank commensurate with experience and qualifications. Send application letter, resume, and three letters of recommendation to Dr. Richard Marrinan, Chairperson, Department of History, Northern Arizona University, Box 5774, Flagstaff, AZ 86011-5774. Review of applications will begin February 15, 1992. Northern Arizona University is an Affirmative Action/Equal Opportunity Employer. Women, minorities, and disabled individuals are encouraged to apply.

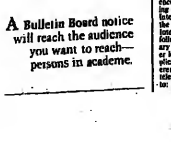
History/Modern Europe: Tenure track Assistant Professor, to teach Modern European History, specialization in Eastern Europe preferred. Ability to teach Western Civilization, World History, and other courses in area of specialization required. Ph.D. required by September 1992. Teaching experience required. Salary commensurate with experience and qualifications. Send letter of application, resume, three letters of recommendation, and transcripts to Dr. Richard Marrinan, Chairperson, Department of History, Northern Arizona University, Box 5774, Flagstaff, AZ 86011-5774. Review of applications will begin February 15, 1992. Northern Arizona University is an Affirmative Action/Equal Opportunity Employer. Women, minorities, and disabled individuals are encouraged to apply.

History: Linfield College seeks to fill a one-track assistant professor position beginning September 1992. Teaching will involve 2 sections of U.S. history survey and two sections of Western Culture, a general education course. Emphasis on late 19th/early 20th century U.S. History preferred. Ability to teach Third World/Asian studies, modern European history preferred. Ph.D. required by September 1992. Preference for Historian trained in the field of Asian history. Ability to teach Asian history required. Teaching experience required. Linfield is an independent liberal arts college with a mass campus enrollment of 1,000 students. Submit letter of application, curriculum vitae, official transcripts of all college and university level work, and three letters of recommendation to Dr. Robert Cole, Chairperson, Department of History, Linfield College, McMinnville, Oregon 97128. Review of applications begins March 20, 1992. AA/EOE.

Institutional Research/Development: Position Announcement. The Office of Institutional Research and Development (OIRD) is seeking applications for a full time position. Salary $32,500-$37,500 (Twelve months). Job Level 3-one. Filing date open until filled. Position starting date as soon as possible. An equal opportunity, affirmative action employer. Apply through the Vice President of Academic Affairs, Thatcher, Arizona 85552, or phone 602-428-8300.

International Business/Marketing School of Management. University of Alaska Fairbanks. Assistant/associate rank tenure-track faculty position to teach undergraduate/graduate International Business and Marketing courses to begin Fall 1992. AACSB accredited. Ability to teach International Marketing required. Competitive salary and benefits are excellent. Family and recreational opportunities are outstanding. Candidates must hold an earned doctorate in the appropriate field. The position closes February 14, 1992. Letter of application, résumé, evidence of teaching effectiveness and scholarly achievements, graduate transcripts, and three recent letters should be sent to: Dr. John Tower, Search Committee Chair, University of North Texas, Department of Industrial Technology, P. O. Box 13798, Denton, Texas 76203, 817-565-3922. University of North Texas is an Equal Opportunity, Affirmative Action Employer.

Institutional Research/Development: Position Announcement. The Office of Institutional Research and Development (OIRD) is seeking applications for a full time position. Salary $32,500-$37,500 (Twelve months). Job Level 3-one. Filing date open until filled. Position starting date as soon as possible. An equal opportunity, affirmative action employer. Apply through the Vice President of Academic Affairs, Thatcher, Arizona 85552, or phone 602-428-8300.



A Bulletin Board notice will reach the audience you want to reach—persons in academe.

Mathematics: Nativ American University, Chandler, Arizona. Assistant Professor, tenure-track position, to begin September 1992. Native American history with ability to teach Early Modern History in West. American history survey, and other topical classes in area of specialization preferred, will consider. Ability to teach Ethnic History required. Ph.D. required by September 1992. Salary and rank commensurate with experience and qualifications. Send application letter, resume, and three letters of recommendation to Dr. Richard Marrinan, Chairperson, Department of History, Northern Arizona University, Box 5774, Flagstaff, AZ 86011-5774. Review of applications will begin February 15, 1992. Northern Arizona University is an Affirmative Action/Equal Opportunity Employer. Women, minorities, and disabled individuals are encouraged to apply.

History/Modern Europe: Tenure track Assistant Professor, to teach Modern European History, specialization in Eastern Europe preferred. Ability to teach Western Civilization, World History, and other courses in area of specialization required. Ph.D. required by September 1992. Teaching experience required. Salary commensurate with experience and qualifications. Send letter of application, resume, three letters of recommendation, and transcripts to Dr. Richard Marrinan, Chairperson, Department of History, Northern Arizona University, Box 5774, Flagstaff, AZ 86011-5774. Review of applications will begin February 15, 1992. Northern Arizona University is an Affirmative Action/Equal Opportunity Employer. Women, minorities, and disabled individuals are encouraged to apply.

Hotel and Institutional Management. Seek tenure track Assistant/Associate Professor beginning September 1, 1992. Earned doctorate in hospitality or related field required. To teach undergraduate/graduate courses in one or more of the following areas: Food Operations, Facilities Management and Computers in Hospitality. Responsibilities include teaching undergraduate and graduate courses, student advising, departmental and university committee assignments, and professional research. Salary commensurate with qualifications. Research assistantship available to candidate. Ideal candidate is an excellent teacher, 3,500 hours of work/hospitality experience, and professional research. Texas Tech University, a 28,000 student multi-purpose university, is located in Lubbock, on the South Plains of Texas. The semi-arid climate is excellent, with over 3,300 hours of sunshine annually. The nine-year old National Institute for Hospitality Management (HRIM) Program is a research center for the hotel/restaurant/food industry. Contact: Dr. Jack Reynolds, Chairman, Hotel and Restaurant Management, Texas Tech University, P. O. Box 41162, Lubbock, Texas 79409-1162.

Hotel and Institutional Management. Seek the application for a tenure track Assistant/Associate Professor beginning September 1, 1992. Earned doctorate in hospitality or related field required. To teach undergraduate/graduate courses in one or more of the following areas: Food Operations, Facilities Management and Computers in Hospitality. Responsibilities include teaching undergraduate and graduate courses, student advising, departmental and university committee assignments, and professional research. Salary commensurate with qualifications. Research assistantship available to candidate. Ideal candidate is an excellent teacher, 3,500 hours of work/hospitality experience, and professional research. Texas Tech University, a 28,000 student multi-purpose university, is located in Lubbock, on the South Plains of Texas. The semi-arid climate is excellent, with over 3,300 hours of sunshine annually. The nine-year old National Institute for Hospitality Management (HRIM) Program is a research center for the hotel/restaurant/food industry. Contact: Dr. Jack Reynolds, Chairman, Hotel and Restaurant Management, Texas Tech University, P. O. Box 41162, Lubbock, Texas 79409-1162.

Preparing for the future is what we're all about. Tomorrow's leaders are our today's University of North Carolina students. We're very proud of our history of strengthening our state and nation by generating the sharp, productive minds that are so vital to the future. If you'd like to play a vital role, join us at UNC.

Director, Human Resources Administration

As a senior staff member of Human Resources, responsible for overall planning, systems and program development and implementation for the University's employee records, position classification and performance management programs. Supervises policy development and administration and pay plan administration. Reports to the Associate Vice Chancellor for Human Resources. Demonstrated successful human resources program management experience needed. Knowledge of and experience in the N.C. State government system preferred. Bachelor's degree and four years of general personnel experience or directly related experience as an officer or specialist, including at least one year of independent or advanced specialist work involving the development of proposed policies and implementation procedures. Salary range $33,304-54,375

We offer a salary commensurate with your experience and education, and a comprehensive benefits package. For an application, please telephone (919) 990-3200 (Toll Free Research Triangle Area) or (919) 962-2991 or write: Employment Department, Office of Human Resources, The University of North Carolina at Chapel Hill, CB #1045, 725 Airport Road, Chapel Hill, NC 27599-1045. An Equal Opportunity/Affirmative Action Employer.

THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

A Precious Resource For Nearly Two Centuries.

DIRECTOR
Marianna Kistler Beach Art Museum
Kansas State University

Kansas State University seeks a Director for the Marianna Kistler Beach Art Museum scheduled to open in 1995. The Director will be responsible for providing leadership during the museum's development and will be actively involved in the development and implementation of museum policies. The university's art collection concentrates on twentieth century American art in all media. Its exhibitions and programs reflect art and culture in Mid-America.

Qualifications:
a advanced academic degree in art history or related discipline;
a significant accomplishment in museum administration;
a record of professional/academic achievement;
a outstanding administrative and fund-raising skills;
a ability to enhance an active program in acquisitions and exhibitions;
a skills in formulating policy options/recommendations;
a exceptional communication skills and an ability to work with diverse constituencies.

Kansas State University is a comprehensive research land-grant university recognized for its quality education in over 21,500 students. The university is situated on a beautiful campus in Manhattan, a progressive community of approximately 50,000 persons located in the scenic Flint Hills of northeast Kansas.

Screening of candidates begins February 28, 1992. Preferred starting date is July 1, 1992. Salary is competitive with benefits.

Please send letter of application and curriculum vitae to:

Charles Reagan, Chair, Search Committee
Anderson Hall, Room 110
Kansas State University
Manhattan, KS 66506
(913) 532-6221

Kansas State University is an Equal Opportunity, Affirmative Action Employer.

CAL POLY
Director of Athletics

General Description of the Position
Applications and nominations are invited for the position of Director of Athletics (full-time, 12-month, Administrator III), with an amended appointment date of August 1, 1992. The Director of Athletics is responsible to the President of the University on policy matters and reports directly to the Vice President for Academic Affairs. The Director: (a) is responsible for the overall supervision of the University's Intercollegiate Athletics Program including the management of personnel, finances, program promotion, facilities, equipment, and compliance on campus. State and NCAA rules; (b) is required to demonstrate strong management and communication skills; (c) must have an understanding of the role of athletics within the University structure and its relation to the educational mission of the University; (d) must be an advocate of positive academic progress of those students participating in intercollegiate athletics; (e) must possess the ability to work effectively with students, faculty, and administration, as well as off-campus constituencies; and (f) must have the ability to actively promote the support of athletics with both on and off campus groups including students, faculty, alumni, local businesses and boosters.

Qualifications
Successful candidates will possess a minimum of a master's degree in an appropriate field, with a doctorate preferred. Same university or college-level administrative experience is required, experience as a Director of Athletics or an Associate Director of Athletics at NCAA Division I level is preferred. The candidate's experience must provide evidence of an understanding and working knowledge of all facets of a broad-athletics program including budget management, long-range planning, marketing, and a demonstrated commitment to abide by NCAA rules, Title IX and affirmative action policies.

Compensation
Salary is commensurate with the background and experience of the individual selected. Cal Poly offers excellent fringe benefits. All rights associated with this appointment are governed by the Management Personnel Plan adopted by the Board of Trustees of The California State University.

Applications/Nominations
Applications and/or nominations will be considered until the position is filled. However, for full consideration, applications should be submitted by March 15, 1992. Cal Poly is strongly committed to achieving excellence through cultural diversity. The University actively encourages application and nominations of women, persons of color, persons with disabilities, and members of other underrepresented groups. Applicants should include a current resume and the names, addresses, and telephone numbers of at least three professional references. Applications, nominations, and inquiries should be addressed to:

A. Charles Crabb
Interim Associate Vice President for Academic Resources
California Polytechnic State University
San Luis Obispo, CA 93407
(805) 756-2186
Fax (805) 756-5392

Affirmative Action, Equal Employment Opportunity

Anticipated
ASSISTANT DIRECTOR

Master's degree is required. Minimum three years' experience in higher education as Financial Aid official or comparable administrative experience is required. Proficiency with management information systems essential. Excellent human relations skills required. Responsibilities: manage all aspects of several major Title IV federal financial aid programs, including all federal reporting requirements, as well as fiscal management and financial accountability for these programs; coordinate all aspects of "Special Programs" administered by the office; advise students, parents and public in all matters related to financial aid programs; serve on Senior Management Team for planning, development and implementation of office policies and procedures. Salary is commensurate with qualifications and experience. Anticipated hire date is March 1, 1992. "Pending Final Approval". Application deadline is February 15, 1992. Submit letter of application and résumé to:

Esther Hill, Director
Student Aid and Scholarships
Louisiana State University
202 Himes Hall
Baton Rouge, LA 70803

THE UNIVERSITY of TULSA
Director, International Management Center (IMC)
COLLEGE OF BUSINESS ADMINISTRATION

The International Management Center (IMC) Director is responsible to the College of Business Administration dean for the administration of IMC programs and staff and the development and coordination of comprehensive International Business programs in conjunction with the CBA faculty and academic units. The Director shall also hold faculty appointment at the Associate or Full Professor rank in a College of Business Administration discipline with teaching and research responsibilities commensurate with administrative duties.

Candidates must hold an earned doctorate in a business related discipline appropriate to faculty appointment in the College, present a distinguished record of scholarly achievement and teaching effectiveness in an established International Business program, and demonstrate effective leadership, interpersonal and interpersonal skills. The CBA is AACSB accredited and offers BSBA, MA, Master of Accounting and Master of Taxation degrees with 45 full-time faculty, 800 FTE undergraduate and over 200 FTE graduate students. The IMC was established in 1991 to provide coordination of comprehensive International Business programs including curricula development, research, executive programs, faculty and student exchange programs, and international business development assistance.

The University of Tulsa is a private comprehensive university of 4500 students located in an urban area. The university is an equal opportunity, affirmative action employer committed to diversifying its faculty and staff. Members of underrepresented groups (people of color, people with disabilities, women, veterans, etc.) are strongly encouraged to apply. Applications will be given full consideration until the position is filled. Send inquiries or résumé to: J. Markham Collins, Associate Dean, College of Business Administration, The University of Tulsa, 600 South College Ave., Tulsa, OK 74104, (918) 631-2213.

PSYCHOLOGIST II
Center for Counseling & Student Development

The University of Delaware currently seeks applications from individuals with a Ph.D. in Counseling or Clinical Psychology (preferably from an APA approved program), two to five years of post-doctoral counseling experience (college or university counseling setting desired), and possession of or eligibility for DE licensure as a Psychologist. Proven skills in working effectively with women's issues are also required.

This position is responsible for individual and group counseling on personal, educational and career concerns, teaching and supervision in a Master's level graduate program and APA approved doctoral internship, research and student development activities, consultation with individuals or groups of students, faculty and staff; and other related duties. Faculty rank possible. The Center environment includes several psychologists and four full-time doctoral interns.

The University of Delaware is located in Newark, DE, a small college town midway between Baltimore & Philadelphia, and has an enrollment of approximately 15,000 undergraduates and 3,000 graduate students. To apply, send a letter of application, resume, three letters of reference and transcripts of all graduate work to **John B. Bishop, Ph.D., Dean of Counseling and Student Development, University of Delaware, Newark, DE 19716-5501.** Application deadline February 28, 1992

The UNIVERSITY OF DELAWARE is an equal opportunity employer which encourages applications from qualified minority group members and women

NURSING RESEARCH COORDINATOR
Nursing Research Earns Respect at St. Louis Children's Hospital

The ongoing work of nursing professionals at St. Louis Children's Hospital has resulted in over a century of progress in pediatrics and advances in areas of prematurity, congenital heart defects, infectious diseases, cancer, kidney disease, neurologic and metabolic disorders. Their collaboration and dedication in research, teaching and patient care, coupled with our affiliation with the Washington University School of Medicine, makes it possible for us to continue to be one of the nation's foremost providers of pediatric medicine and health care. The Division of Nursing Services was the leader in the creation of the local nursing research consortium.

The opportunity to pursue your own research program, collaborate with and mentor experienced and novice nurse researchers, and secure an adjunct appointment in BSN/graduate program in nursing is available in our dynamic, proactive environment. Qualified candidates must have an MSN and an earned doctorate degree in nursing or a related discipline, supported by a track record of excellence in clinical nursing research and demonstrated grant writing skills.

We can provide compensation commensurate with qualifications and a benefits package that includes a health and dental plan, plus paid time off. Living in St. Louis will afford you access to superior libraries and academic institutions to help further your professional career. For confidential consideration, send your CV, sample of publications and names of three professional references to:

ST. LOUIS Children's HOSPITAL — Human Resources Dept. 400 S. Kingshighway St. Louis, MO 63110

Equal Opportunity Employer M/F/D/V

DIRECTOR of Business Administration and PROFESSOR of Policy & Strategy

The Bloch School of Business and Public Administration, University of Missouri-Kansas City, seeks an assoc. or full prof. to lead 20 member Division of Business Administration. Administrative expert, proven track record in research, publication, and evolution/leadership. Send resume and salary req. to Dean William Eddy, Bloch School, M10 Cherry, Kansas City, MO 64110.

An equal opportunity institution.

RECRUITMENT/ ADMISSIONS

We seek experienced candidates for recruitment of college graduates for our Medical & Veterinary Schools. Please send résumés: Ross University, 460 West 34th Street, New York, NY 10001. Attention: Dr. Ross.

BAYLOR UNIVERSITY
ATHLETIC DIRECTOR

Baylor University in Waco, Texas is requesting applications for the position of Athletic Director of the University's Athletic Programs. Baylor is a member in good standing of the Southwest Athletic Conference and is an NCAA Division 1-A University. The position will be vacant on May 31, 1992 and it is the University's intent to have a successor named by the end of April 1992. Salary and compensation commensurate with experience and qualifications, comparable to other division 1-A programs.

Resume and three letters of reference must be received no later than February 20, 1992. Send to:

Professor David M. Guinn, Chairman
Faculty Athletic Council
Baylor University School of Law
P.O. Box 97288
Waco, Texas 76798-7288

Baylor University is an Affirmative Action/Equal Employment Opportunity Employer and is under the patronage and general direction of the Baptist General Convention of Texas. Minorities and women are encouraged to apply.

DIRECTOR OF DEVELOPMENT
College of Fine and Applied Arts

The University of Illinois at Urbana/Champaign seeks a full-time development professional. The position will commence July 1, 1992. The Director of Development will report to the Dean and will be responsible for identifying, cultivating, and soliciting major donors; designing and implementing special campaigns for specific needs within the college, which involves both direct mail and telemarketing; conducting a comprehensive gift acknowledgement, gift recognition and stewardship program. Candidates should have minimum of 5 years' experience working with donors in a major arts organization and/or university, or other major non-profit corporation. Bachelor's degree required; Master's degree preferred. Salary is commensurate with qualifications. Initial appointment of five years which is renewable. In order to ensure full consideration, applications must be received by March 31, 1992. Send résumé and references to:

Dean Kathryn A. Martin, Chair
College of Fine and Applied Arts
University of Illinois
110 Architecture Building
608 Lincoln Talt Drive
Champaign, IL 61820
217-333-1660

The University of Illinois is an Affirmative Action, Equal Opportunity Employer.

VILLANOVA UNIVERSITY
Director of Public Relations
(Search Extended)

Villanova University seeks an experienced professional to manage a first-rate public and media relations program. The successful candidate will lead all public relations, publications, news relations, advertising, and public information functions; serve as chief spokesperson to media and community relations, and direct the university's involvement in community affairs.

Proven PR experience, undergraduate degree and excellent written communications skills are required; experience in higher education is preferred. Managerial and supervisory skills are essential.

Villanova University is an independent coeducational Catholic institution of higher learning with an enrollment of more than 12,000 day and evening students, located 12 miles west of Philadelphia.

Send letter of application, résumé and list of references to:

Mr. G. Thomas Bell
Director of Personnel Services
Villanova University
Villanova, PA 19085

Villanova University is an affirmative action, equal opportunity employer.

Director of Athletics
Hampden-Sydney College

Hampden-Sydney seeks an experienced athletics administrator to be Director of Athletics. The Director will be expected to provide leadership for the department, consistent with College philosophy, principles, and policies, and to be responsible for overall departmental operations, including intercollegiate, intramural, and other programs, as well as the management of athletic facilities. In addition, the Director will teach and/or have direct responsibility for some other programs within the department, depending on staffing requirements.

A member of the NCAA, Division III, and of the Old Dominion Athletic Conference, Hampden-Sydney is a residential college of 970 men located in a rural setting sixty-five miles west of Richmond. The College, now in its 206th year, has a strong academic program and excellent athletic facilities (Dates on physical education curriculum (It is committed to the concept of the student-athlete in a first-class, intercollegiate program and to the ideal of balanced and vigorous physical activity for students living in a residential setting.

The new Director should have an upper-attitude, and understanding of, the role of athletics in a selective liberal arts college and should be the kind of person whose life reflects those qualities and values that make the Director an appropriate model for young men.

Qualifications: Bachelor's degree minimum, coaching experience, preferably on the college level; administrative experience highly desirable, strong organizational and interpersonal skills.

Position available: July 1, 1992 (a twelve month position)

Salary: Competitive.

Applications and nominations will be accepted through February 17, 1992. Applicants should submit a letter of application, a résumé, and the names, addresses, and telephone numbers of four references. All should be sent to:

Lewis H. Drew, Dean of Students
Hampden-Sydney College
Hampden-Sydney, VA 23943

Hampden-Sydney College is an Equal Opportunity, Affirmative Action Employer.

LAFAYETTE COLLEGE
DIRECTOR OF ALUMNI AFFAIRS

Directs a full program of alumni/ae activities including, but not limited to, reunions, homecoming, regional chapters, special events, and other efforts intended to strengthen and develop alumni/ae involvement. Serves as the executive secretary to the Alumni/ae Council. Supervises administrative and support personnel, manages all budgets for the department, and serves as general publisher of the Alumni Magazine.

Requires at least a bachelor's degree, several years of related experience, proven organizational and communication skills, and excellent interpersonal skills. Familiarity with computer-based information systems and with Lafayette or similar institutions advantageous.

Interested candidates should send letter of application and résumé to: Vice President for Development and College Relations, Lafayette College, Easton, PA 18042-1774. Lafayette College is committed to equal opportunity through affirmative action.

Rockland Community College, located thirty miles north of New York City, is an open enrollment public community college serving a diverse multi-ethnic population. The College is committed to increasing the number of faculty and staff of color and strongly encourages applications from African, Latino, Native and Asian-American candidates

DEVELOPMENTAL STUDIES COUNSELOR

Twelve month tenure track position. Provide academic advisement, lead developmental studies counseling sessions, and develop group counseling programs and individual counseling sessions, and develop group counseling curriculum. Master's degree in counseling or related area required. Preference will be given to those with experience in multi-cultural and to those with a PhD and proficiency in Spanish or French. The position may include administrative responsibilities. Salary range from mid to upper $20s.

The review of applications will begin on February 10, 1992 and continue until the position is filled. Send resumes to:

Affirmative Action Office.

ROCKLAND

A Community College of the State University of New York

145 College Road, Suffern, NY 10901

Human / Community Sciences: Associate Dean, College of Human and Community Sciences, University of Nevada, Reno. Work with faculty to encourage and enhance scholarly productivity. Twelve-month, tenure-track, senior academic appointment in unit within the college. Reports to Dean. College consists of Community Health Sciences; Human Development and Family Studies; Human Ecology; Nutrition; Recreation, Physical Education, and Dance; Social Work and Center for Applied Research. Child and Family Research, Geriatrics and Gerontology, and Health Career Advisement. Facilities include state-of-the-art research laboratories, library, computer, and other resources. Ph.D. in Human Sciences preferred. Ability to develop and manage a major research program. Teach course in area within College. Doctorate in or related to academic unit of the college. Strong record of scholarship including international/interdisciplinary work. Supervisory experience. Knowledge of extramural funding. Knowledge of distance education programs. Awareness and/or knowledge of research issues appropriate to diverse populations. Start July 1, 1992. Salary commensurate with qualifications. Application, curriculum vitae, vision, and dreams, and three copies of at least three references to: Chair, Associate Dean Search Committee, College of Human and Community Sciences/136, University of Nevada, Reno, Reno, Nevada 89557; (702) 784-6973. Position announcement upon request.

for Public Education and Service. Develop distance education programs. Conduct research. Teach course in area within. Doctorate in or related to academic unit of the college. Strong record of scholarship including international/interdisciplinary work. Supervisory experience. Knowledge of extramural funding. Knowledge of distance education programs. Awareness and/or knowledge of research issues appropriate to diverse populations. Start July 1, 1992. Salary commensurate with qualifications. Application, curriculum vitae, vision, and dreams, and three copies of at least three references to: Chair, Associate Dean Search Committee, College of Human and Community Sciences/136, University of Nevada, Reno, Reno, Nevada 89557; (702) 784-6973. Position announcement upon request.

Ins. Review of applications will begin February 15, 1992 and continue until position is filled. Minorities are encouraged to apply.

Journalism: The University of Guam solicits applications for the following tenure or non-tenure track, full-time position (one-two, or three-year appointment): Instructor to Associate Professor (Communications). The University of Guam is a U.S. accredited institution that serves the island of Guam and other islands in the Western Pacific region. University of Guam faculty salaries are competitive with those of the University of Hawaii and major national universities. Duties and Responsibilities: Teach undergraduate courses in media, such as Introduction to Mass Communication, Broadcast Production, and Broadcast Journalism. Supervise student internships in local media. In addition teach other media and speech communication courses, including the required course, Fundamentals of Speech Communication. This position will be announced in professional journals and materials in Dr. Joel Corbin, Director, Center for Chamoro-Pacific Studies, Watsa State University, 6th West Kirby, Room 3232, Detroit, Michigan 48202. Fax (313) 577-1274. Warrar Stars is an Equal Opportunity, Affirmative Action Employer. Women and minorities are strongly encouraged to apply.

Law: The Texas Tech University School of Law is seeking résumés from persons interested in teaching courses in Texas Practice, Trial, and Appellate Procedure. Experienced trial practitioners and persons who have experience in civil procedure subjects or tools is highly desirable. There is some flexibility in assigning courses in consultation with the Dean. Please reply by mail, fax, and references should be sent to: Chair, Appellate Procedure, School of Law, Texas Tech University, Box 40004, Lubbock, Texas 79409-0004. Deadline for Resumes: February 1, 1992. Texas Tech University is an Equal Opportunity, Affirmative Action Employer and encourages applications from members of groups currently underrepresented in higher education, including women, members of ethnic minorities and disabled individuals.

Law: The Koch Distinguished Professorship in Law and Economics, University of Kansas. The Schools of Law and Business invite applications and nominations for the position of Koch Distinguished Professor in Law and Economics. The successful candidate will hold a joint appointment in law and business and will be expected to contribute to the overall service and teaching mission of each school. Independent, the Koch Professor will advance an established research agenda in the areas of law and economics. The Koch Professor of Law and Economics is expected to be an outstanding scholar and teacher with national and international credentials. A Ph.D. or J.D. is required. A Ph.D. and J.D. are preferred. Candidates should have an outstanding publication record and be recognized as an intellectual leader with the potential to reflect to the title of this discipline; reflected in the title of this professorship. The successful candidate is expected to have a strong commitment to excellence in teaching in the Professional Legal Education program, and to be a productive member of the faculty's scholarship programs. The appointee will normally be expected to serve as the Head of the Department of Professional Legal Education. The University would prefer to make a permanent appointment, and consideration may be given to applications for appointment on fixed or tenure-track terms of indefinite not less than three academic years. The University reserves the right not to fill the Chair or to fill the Chair by invitation or to make an appointment at a lower level. Annual salary adjustments will be within the profession's minimum and the maximum is [illegible] and the [illegible] support services, including three years in a supervisory or administrative capacity. Excellent interpersonal and communication skills and the ability to work with all levels of staff and faculty are required. Familiarity with digital video and interactive multimedia production are highly desirable. Position is twelve-month appointment. State of [illegible] benefits. Position available: July [illegible] 1, 1992. Salary $30,000 minimum. The [illegible] of applications will begin February [illegible] 28, 1992, and will continue until the position is filled. Send letter of application and resume (including the names, addresses and telephone numbers of three references) to: Assistant Director, Service Librarian, J. Murrey Atkins Library, The University of North Carolina at Charlotte, Charlotte, North Carolina 28223. AA/EEO.

Library Chair, Humanities and Social Sciences Reference Department, The Chair for the Humanities and Social Sciences Reference Department of the Dennis A. Southern Library is responsible for managing and directing the overall development of a major public services department which encompasses Humanities and Social Sciences References, Art Architecture and Fine Arts Library, the Education Library, and the Media Library. The Chair will share the goals, develop, implement and evaluate plans and programs, provide leadership and guidance to the career development of the staff, assess resource needs, prepare annual budget requests, supervise the total performance; serving bibliographer for the general reference collection in the humanities and social sciences; fact finding and fact-finding ability is at least one foreign language. Bibliography library $35,000 for 12 months. Benefits: tenure track appointment with faculty status, 22 days vacation, 13 days sick leave, TIA-CREF or other retirement options, on state or local income tax. Send letters of application with resume and names, addresses and phone numbers three professional references by February 28, 1992 to Mary Russell, Assistant Library Personnel Officer, Room 320 Library West, University of Florida, Gainesville, Florida 32611.

Assistant/Associate Professor, Tenure-track position, effective September 1, 1992. Required: master's degree (preferred) in Journalism / communications or English, with substantial academic background in both; training and/or experience in teaching media skills and composition and in advising student publications. Minority applications encouraged. Send letter, vita, all college transcripts, at least three current letters of recommendation by March 2, 1992, to: Dean Jimmy Poe, Livingston University, Station #22, Livingston, Alabama 35470. No consideration will be given to incomplete applications. Equal Opportunity Employer.

Latino/Latin American Studies Lecturer. Appointment for 1992-93 academic year with possibility of extension. Two sections per semester on the history, politics, sociology, literature, or culture of Latinos in the U.S. or Latin America. Willingness to work with special-access student organizations. Salary commensurate with qualifications and experience. Applications will be considered until the position is filled. Send application, curriculum vitae, and supporting materials to: Dr. Joel Corbin, Director, Center for Chicano-Boricua Studies, Wayne State University, 6th West Kirby, Room 3232, Detroit, Michigan 48202. Fax (313) 577-1274. Wayne State is an Equal Opportunity, Affirmative Action Employer. Women and minorities are strongly encouraged to apply.

Law: The Koch Distinguished Professorship in Law and Economics, University of Kansas. The Schools of Law and Business invite applications and nominations for the position of Koch Distinguished Professor in Law and Economics. The successful candidate will hold a joint appointment in law and business and will be expected to contribute to the overall service and teaching mission of each school. Independent, the Koch Professor will advance an established research agenda in the areas of law and economics. The Koch Professor of Law and Economics is expected to be an outstanding scholar and teacher with national and international credentials. A Ph.D. or J.D. is required. A Ph.D. and J.D. are preferred. Candidates should have an outstanding publication record and be recognized as an intellectual leader with the potential to reflect to the title of this discipline; reflected in the title of this professorship. The successful candidate is expected to have a strong commitment to excellence in teaching in the Professional Legal Education program, and to be a productive member of the faculty's scholarship programs. The appointee will normally be expected to serve as the Head of the Department of Professional Legal Education. The University would prefer to make a permanent appointment, and consideration may be given to applications for appointment on fixed or tenure-track terms of indefinite not less than three academic years. The University reserves the right not to fill the Chair or to fill the Chair by invitation or to make an appointment at a lower level. Annual salary adjustments will be within the profession's minimum and the maximum is [illegible] Qualifications: A Minister's degree in Media Technology or related field. Minimum of five years' experience in academic media support services, including three years in a supervisory or administrative capacity. Excellent interpersonal and communication skills and the ability to work with all levels of staff and faculty are required. Familiarity with digital video and interactive multimedia production are highly desirable. Position is twelve-month appointment. State of [illegible] benefits. Position available: July [illegible] 1, 1992. Salary $30,000 minimum. The [illegible] of applications will begin February [illegible] 28, 1992, and will continue until the position is filled. Send letter of application and résumé (including the names, addresses and telephone numbers of three references) to: Assistant Director, Service Librarian, J. Murrey Atkins Library, The University of North Carolina at Charlotte, Charlotte, North Carolina 28223. AA/EEO.

Library Chair, Humanities and Social Sciences Reference Department, The Chair for the Humanities and Social Sciences Reference Department of the Dennis A. Southern Library is responsible for managing and directing the overall development of a major public services department which encompasses Humanities and Social Sciences References, Art Architecture and Fine Arts Library, the Education Library, and the Media Library. The Chair will share the goals, develop, implement and evalu-

DIRECTOR
Michigan State University
SCHOOL OF SOCIAL WORK

The School of Social Work at Michigan State University is seeking a Director to help lead it into the 21st century with a vision of social work education, scholarship and practice. "Advancing Excellence in Social Services for Populations-at-Risk" is the organizing theme of the School of Social Work. The School offers programs at all three degree levels, accredited baccalaureate program, MSW program with concentrations in clinical social work and in administration and program evaluation; and an interdisciplinary Ph.D. program in social science and social work.

The Director of the School of Social Work is the chief executive officer of one of the three professional schools within the College of Social Science and participates with other college academic units in developing cooperative programs and maintaining academic excellence. An important role of the Director is to maintain and develop interdepartmental collaboration within the university and links with the larger community. In consultation with the faculty, the Director has the responsibility to administer all facets of the School's academic programs as well as budget and personnel.

Michigan State University is adjacent to Lansing, state capital of Michigan. The School of Social Work has a commitment to collaborate with state agencies and other social service agencies in outreach, training, and research in the human services. Michigan State has a land-grant mission and is also a member of the Association of American Universities. The University's global perspective is reflected in its recognized International Studies Program.

Candidates for the position must have an earned doctorate; in addition, a graduate degree in social work is preferred. The position requires demonstrated administrative expertise, outstanding scholarship achievement, teaching and practice experience and a record of obtaining external funding. Achievements in areas such as international social work and social welfare, private-nonprofit services, youth-at-risk, and gerontology are highly desirable. We invite applications from all qualified persons and strongly encourage women, members of minority groups, and persons with handicaps to apply.

Review of applications will begin February 15, 1992. Applications will be accepted until suitable candidates are selected. Send a letter of application, curriculum vitae, and names of three references to:

Gilbert J. Greene, Ph.D., Chair
Director Search Committee
Michigan State University
School of Social Work
254 Baker Hall
East Lansing, Michigan 48824

Michigan State University is an Equal Opportunity, Affirmative Action Employer.

RESEARCH PROJECT PROFESSIONAL IN ACADEMIC COMPUTING

We are seeking a person to carry out various research, information-gathering, and writing tasks to assist the director in developing plans and priorities for academic computing, and in disseminating information about academic computing to faculty and students. The person will be actively involved in the process of applying information technology to support research and instruction in the university and will have an opportunity to work with individuals from many parts of the institution.

The position demands demonstrated analytical and critical skills, experience conducting independent research, effective writing skills, and familiarity with a research university environment. Specific requirements include an advanced degree or at least 2-3 years research or writing experience relevant to the position; familiarity with computing in support of research and instruction; maturity to deal professionally with faculty and other administrators. Experience in multiple academic disciplines, professional publication record, management of computing projects and success in securing grants or contracts are preferred.

Full description and requirements available on request. The position is available immediately; applications received by 8 February are assured of full consideration.

Starting salary in the low 30's depending on qualifications. To apply or request additional information, contact:

Deborah Cooper, Director of Human Resources Management
University of Chicago Computing Organizations
1155 East 60th Street, Chicago, IL 60637-2745
(312) 702-3225-voice, (312) 702-9885-fax

The University of Chicago is an Affirmative Action Equal Opportunity Employer and encourages applications from women and minority group members.

Library: Assistant Director of Technical Services. The Library of Michigan is seeking an individual who will act as both the Assistant Director of Technical Services and as Senior Cataloger in the Cataloging Section. Responsibilities will include supervision and management activities, as well as original cataloging in an environment of automated bibliographic control using OCLC and NOTIS. Master's degree in Library Science from ALA-accredited program. Minimum of three years' experience in cataloging. Minimum of three years' supervisory experience. $15.36-$22.06 per hour (approximately $31,950-$45,881 annual) plus excellent fringe benefits. Interested persons should submit letter of application and résumé by 5:00 p.m., 28 February 1992 to: Ms. Robin VanAlstine, Personnel Administrator, Library of Michigan, 717 West Allegan, Lansing, Michigan 48909. Equal Opportunity, Access Employer.

Library: Head Librarian: ALA-accredited master's degree with advanced degree preferred. Three years' experience in an academic library preferred; commitment to the aims and goals of the two-year college. A master's degree in an academic discipline preferred. Application deadline February 17, 1992. Send letter of application, résumé and names, addresses and phone numbers of three references to: Dr. J. J. Ashcroft, Vice President for Academic Affairs, East Georgia College, University System of Georgia, Swainsboro, Georgia 30401. Affirmative Action, Equal Opportunity Employer.

Library: Head Librarian. College of the Ozarks invites applications for head librarian. Responsibilities include overall management and development of library services, collections, budget and staff. M.L.S. degree from an ALA accredited library school and experience in administration of academic library and computerized reference service required. Candidates should have awareness of emerging trends in academic libraries and a strong commitment to service and innovation in an undergraduate library. Twelve month academic year contract beginning as early as June 1, 1992. The college, located in southwest Missouri near Branson, is a fully accredited, four-year, work-study liberal arts college with a commitment to Christian faith and service. Faculty rank and salary commensurate with experience. Please submit letter of application, résumé, three letters of recommendation and transcripts to Dr. Kenton C. Olson, Dean of the College, College of the Ozarks, Point Lookout, Missouri 65726. An AA/EO employer.

Library: Catalog Librarian, Processing Services Department/Arabic Team, Yale University Library. Responsibilities: Responsible for original cataloging and for all acquisitions processes relating to the Arabic Team. Qualifications: M.L.S. degree from an ALA-accredited library school or a Master's degree in Islamic Studies or another related Near Eastern subject with a minimum of two years of library technical services experience. Knowledge of Arabic and one or more of other Near Eastern languages such as Persian or Turkish. Knowledge of current cataloging codes. Familiarity with Library of Congress rules, interpretations and subject heading practice. Familiarity with MARC format. Salary from a minimum of $30,000 dependent upon qualifications and experience. Minimum rank: Librarian I. Benefits include 22 days' vacation; 17 holiday, recess and personal days; retirement; health care, and relocation assistance. Application deadline: February 29, 1992; applications will be accepted until position is filled. Please send letter of application, résumé, and names of 3 references to: Diane Y. Turner, Director, Library Personnel Services, Yale University Library, P. O. Box 1603A Yale Station, New Haven, Connecticut 06520. An EEO/AA employer.

Library: Bibliographic Services Librarian, Northeastern University, Boston. Provide reference and related information services. Prepare and deliver bibliographic instruction seminars. Conduct online and other technology-based searches. Serve as liaison to one or more academic programs as assigned and identify curriculum and research directions. In assigned subject areas, prepare and maintain surveys of collection development statements, evaluate the collections, select materials within allotted budget, and identify items needing deselection, preservation or replacement. Participate in the planning and implementation of innovative services and automated operations. Service desk schedules include some evening and weekend hours, rotating with other staff. MLS from an ALA-accredited program. Two years of experience, preferably in an academic library. Working knowledge of print and online reference sources in two or more broad academic areas. Some experience with collections policy development, selection and analysis, and with bibliographic instruction. Self-motivated, service oriented and resourceful. Strong organization, analytical, planning, interpersonal and oral and written communication skills. Knowledge of instructional and scholarly research methodologies and of trends in academic libraries and higher education. Salary: $22,625 grade minimum, depending on qualifications and experience. Applications received by February 28, 1992, will receive first consideration. Please submit letter of application, résumé, and the names, addresses, and phone numbers of three references to: Lynda Leahy, Associate Dean, User Services and Collection Development, Northeastern University Libraries, 320 Snell Library, 360 Huntington Avenue, Boston, Massachusetts 02115. Northeastern University is an Affirmative Action, Equal Opportunity Employer.

Library: Librarian, Social Sciences Bibliographer. Responsible for developing and managing collections in the social sciences (excluding history). Maintains close contact with various UCLA departments, research centers, and academic programs in the social sciences including sociology, political science, anthropology, and the School of Social Welfare. Shares responsibility for ethnic studies with the American history and the American literature bibliographers, serving the ethnic studies research centers (Afro-American, American Indian, Asian American, Chicano). Duties include selecting materials, monitoring approval plans and budget expenditures, evaluating collections, and serving as liaison to the faculty. Graduate-level study (or equivalent) in one or more of the social sciences and a thorough understanding of research needs and the organization of scholarly literature are required. Practical experience in collection development and a demonstrated interest in scholarly activities (research, publications, or teaching) are desirable. Working knowledge of one or more language in addition to English is desirable. The ability to work effectively with faculty, students and library staff in a culturally diverse environment is essential. $28,668-$59,316. UCLA is an EOE/AA employer. Send application letter, a full résumé, and the names of at least 3 references to Ms. Rita A. Scherrei, Associate University Librarian, Administrative and Personnel Services, University Research Library, University of California, Los Angeles, 405 Hilgard Avenue, Los Angeles, California 90024-1575. Candidates applying by March 31, 1992 will be given first consideration.

Library: Librarian—Cataloging, Kutztown University of Pennsylvania. Temporary for sabbatical leave replacement, full time, nine-month position with faculty status, 35-hour work week; available August 31, 1992. Reports to the Coordinator of Catalog Services. Duties include: cataloging and classifying audio visual media, curriculum materials and children's books by revising copy cataloging on OCLC PRISM or by contributing original cataloging; editing on Universal MARC Editor; training and supervising one student assistant for processing and catalog maintenance. Required: ALA-accredited library master's degree; three years' recent cataloging experience utilizing OCLC database and cataloging experience with audio visual media; demonstrated knowledge of cataloging rules (AACR2, revised), LC and Dewey classification. Knowledge of PRISM, Catme Plus, and integrated local systems desirable. Salary range $24,603 to $32,970 commensurate with experience and training. Send letter of application, résumé and names, addresses and phone numbers of three references by March 23, 1992 to Mrs. Linda Helms, Chair, Search Committee, Rohrbach Library, Kutztown University, Kutztown, Pennsylvania 19530. Kutztown University is an Affirmative Action, Equal Opportunity Employer.

Library: Coordinator of Serials Services. Responsibilities: The Coordinator of Serials Services is responsible for the periodicals/microform desk, binding, serials acquisitions, and serials cataloging functions. Provides leadership for and evaluation of serials services faculty (1 FTE) and classified staff (11 FTE). Reports to the Associate Director for Library Services and participates in overall planning and management of the library with the Dean and the library's management team. Contributes to the profession through service and scholarly activities. Qualifications: Required: MLS from an ALA-accredited program, successful management of a library service, experience with serials operations. Experience with a major bibliographic utility, preferably OCLC, LC MARC, AACR2, and LC cataloging and classification. Preferred: experience in public service, academic librarian, and knowledge of CARL. Background: The Auraria Library, located in downtown Denver, is the central point of information services on a campus supporting the diverse programs offered by the Community College of Denver, Metropolitan State College of Denver and the University of Colorado at Denver. The mission of the 26 library faculty and 60 FTE library staff includes providing and maintaining a collection and environment which stimulates and nourishes the growth of ideas in the approximately 24,000 FTE students and 1,050 FTE faculty it serves. The library participates in a cooperative, integrated library system with CARL (Colorado Alliance of Research Libraries). Salary Range & Benefits: $32,000-$42,000 for a 12-month faculty appointment. Tuition benefits, sick leave, 22 vacation days. TIAA-CREF. To apply: The Search committee will begin reviewing applications on February 15, 1992 and will continue until the position is filled. Please send letter of application, résumé, and names, addresses and telephone numbers of 3 references to: Mary Sperla, Auraria Library, Lawrence at 11th Street, Denver, Colorado 80204. The University of Colorado at Denver is committed to ensuring the diversity of its faculty and staff and encourages applications from a broad spectrum of people, particularly women and minorities.

Library: Cataloger of Ibero-American Materials. Available: December 1, 1991. [illegible] Original cataloging of monographs plus consultation on cataloging of other formats in Spanish, Catalan, and Portuguese. Train and supervise two Library Assistants. Qualifications: Requires an ALA-accredited MLS; excellent knowledge of Spanish plus reading knowledge of Catalan and Portuguese; knowledge of and experience with OCLC, AACR2, and LC classification and subject headings required. Two or more years' experience as cataloger plus supervisory experience are desirable. Academic background in Ibero-American history and literature is preferred. Salary and benefits: This position is a 12-month academic appointment with a starting salary of $22,000 or more, depending on qualifications, and standard State benefits of annual leave, sick leave, and State or TIAA-CREF retirement plans. Deadline for application: March 1, 1992. To apply: Send application letter, résumé, and the names, addresses, and telephone numbers of three references to: Barbara A. De[illegible], Library Personnel Office, CB #3900, Davis Library, University of North Carolina at Chapel Hill, Chapel Hill, North Carolina 27599-3900. An Equal Opportunity, Affirmative Action Employer.

SOUTHWESTERN
UNIVERSITY
SCHOOL · OF · LAW

CHIEF FINANCIAL OFFICER

Southwestern University School of Law is seeking a CFO. The CFO reports to the Dean/CEO and the Board of Trustees. Applicants must have a B.S. in accounting or business administration. A CPA is required and experience in higher education preferred.

Southwestern University School of Law is a private law school which was founded in 1911, and is fully accredited by the American Bar Association and the Association of American Law Schools (located in the Mid-Wilshire area of Los Angeles). The school enrolls 1,100 students in full- and part-time programs leading to the first professional degree in law. The school has approximately 120 full-time employees and the annual operating budget exceeds $13 million. Financial aid programs approximate $15 million annually. As a non-profit entity, Southwestern administers a variety of fund-raising programs.

Salary and benefits are highly competitive and commensurate with qualifications and experience. To apply, send résumé and references to SOUTHWESTERN UNIVERSITY SCHOOL OF LAW, 675 S. Westmoreland Avenue, Los Angeles, CA 90005-3992, attn: Mrs. Yokoyama.

AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

BRADLEY UNIVERSITY

Transfer Admissions Representative

Bradley University invites applications for the position of Transfer Admissions Representative. This full-time position includes traveling to community colleges, interviewing prospective transfer students, telemarketing, reviewing applications for admission, evaluating transcripts for transfer credit, campus visits and articulation programs, and assisting in developing publications. Strong presentation, organizational and communication skills are essential. A Bachelor's degree is required and previous admission experience is highly recommended. Experience in transfer admissions is preferred. The salary is commensurate with experience. Send letters of interest, three letters of recommendation and résumé to: Angela Roberson, Associate Director of Enrollment Management, Bradley University, 1501 W. Bradley Avenue, Peoria, IL 61625. To receive full consideration, credentials should be received by February 21, 1992. Applications will be accepted until the position is filled.

Bradley University is an Equal Opportunity, Affirmative Action Employer. Minorities and women are encouraged to apply.

Become an SCT CONSULTANT

Systems & Computer Technology Corporation is a national leader in providing computing management services & applications software to institutions of higher education. We are currently seeking talented consultants with proven backgrounds in the following higher education applications to join our team:

- Student (admissions/registration)
- Financial Aid
- Finance
- Human Resources
- Alumni

Responsibilities will involve conducting user training and providing user support to our clients throughout the United States. Knowledge of automated systems a plus; travel will be involved.

We offer highly competitive salaries commensurate with experience and an excellent benefits package. Interested? Send resume and salary history to: Dianne Downey, SCT, 4 Country View Rd., Malvern, PA 19355.

For further information on career opportunities with SCT, call our JOB LINE at 1 (800) 722-2344. An equal opportunity employer.

SCT

DIRECTOR OF ANNUAL FUND

The University of Dayton, a comprehensive Catholic university located in Dayton, Ohio, with an enrollment of 11,000 students, seeks applicants for the position of Director of Annual Fund. Duties include planning, and implementing solicitations for all annual fund programs. Position will assist in establishing goals and plans to achieve these goals. The focus will be on increasing participation in annual donor clubs. This person will actively solicit memberships for the top annual donor club. Develop volunteer base for annual solicitation of donor club members. This individual will provide proper supervision for all annual support programs including telefund. Bachelor's degree. Five years' experience in annual fund programs, including telemarketing. Two years' supervisory experience. Two years' personal solicitation experience. Previous experience in higher education preferred. Excellent communication skills. Apply/send résumé to:

UNIVERSITY OF DAYTON
Office of Human Resources
300 College Park
Dayton, Ohio 45469-1636

The University of Dayton

An Affirmative Action, Equal Opportunity Employer

DIRECTOR OF INTERCOLLEGIATE ATHLETICS
Michigan State University
East Lansing, Michigan

Michigan State University invites nominations and applications for the position of Director of Intercollegiate Athletics. The Director reports to the Provost/Vice President for Academic Affairs and administers the intercollegiate athletic program consisting of 25 sports for men and women.

Michigan State University is one of the nation's leading land-grant institutions and a member of the Association of American Universities (AAU). Its fourteen colleges enrolling approximately 40,000 students. In intercollegiate athletics, Michigan State University is a Division I member of the National Collegiate Athletic Association and the Big Ten and CCHA Conferences.

The Director is to provide effective human resource leadership and management of the Department of Intercollegiate Athletics, including recommending the appointment of coaches and other employees, and involvement in other contractual matters; prepares and administers the annual operating budget of the Department; also, the Director is the principal representative for the promotion and advancement of athletic programs with campus, community, and alumni groups and appropriate athletic bodies, within the context of an understanding of the role of athletics in a university.

The University is committed to maintaining academic and athletic excellence in both revenue and non-revenue sports activities and, to that end, seeks an individual possessing the appropriate values and ability to work and communicate effectively with diverse constituencies in an academic setting.

Candidates must possess a bachelor's degree as a minimum, experience in leadership and management which reflects abilities to administer a complex intercollegiate athletic program with the fiscal, academic and professional integrity required by a university of this stature and in compliance with rules and regulations of associations and conferences of which the University is a member and in accordance with the principles enunciated by the Knight Commission. The University is committed to affirmative action, especially in administrative appointments.

The position offers a competitive salary and benefits in a multiple-year contract.

Applications, including a curriculum vitae, and nominations should be submitted, preferably by February 1, 1992, to the Chairperson, Athletic Director Search Committee, P. O. Box 1434, East Lansing, Michigan 48823.

MSU is an Affirmative Action, Equal Opportunity Institution

ASSOCIATE DIRECTOR HOUSING & RESIDENCE LIFE
UNIVERSITY OF DELAWARE

The Office of Housing and Residence Life invites applications and nominations for the position of Associate Director for Housing. The university, located midway between Philadelphia and Baltimore, serves 15,500 students, 7,350 of whom are housed in 65 residence halls. The department is self-supporting with operating budget of $16.8 million and a sound reserves system. Active refurbishing and renovation programs are in place. The department's organizational values are service to students, a quality environment, respect for individual differences, and integrity. A student development philosophy prevails.

One of three associates, this professional is responsible for maintenance, renovations, housekeeping, purchasing, union relations, conference housing, related budget, and management of 15 professionals and 85 custodial and skilled trades employees. The Associate serves as a member of the department's steering group.

A master's degree in student personnel administration, business administration or a related field is required along with a minimum of five years effective experience in a significant administrative capacity in residence halls or a multifaceted auxiliary operation. Willingness to work respectfully with people of diverse backgrounds required. The Office of Housing and Residence Life is actively seeking to create a racially and culturally diverse work force. The position demands a creative individual with proven management and interpersonal skills.

Send letter of application and resume by February 28, 1992 to:
David G. Butler, Director of Housing & Residence Life, University of Delaware, Newark, DE 19716.

The UNIVERSITY OF DELAWARE is an equal opportunity employer which encourages applications from qualified minority group members and women.

Library: Humanities Librarian (tenure track). Includes reference desk service in an automated (DYNIX and various CD index) library, library instruction, liaison with classroom faculty, collection development, and online literature searches. A new library building in the final stages of planning will take advantage of the most progressive features of library and campus automation. Minimum qualifications: ALA-accredited MLS degree; knowledge of or experience with library computer applications; evidence of commitment to reference services; varied undergraduate coursework among the following humanities areas: English, history, communications, theatre, art, foreign language (French, Spanish, Russian, German), and philosophy. Substantial professional experience as a humanities librarian may be substituted for subject coursework. Desirable: undergraduate major and/or subject master's in one of the defined areas. Prefer three years' appropriate experience in an academic library but may be entry level. Salary range: $23,000-$40,365 for nine-month academic year. Excellent fringe benefits. For priority consideration, letter of intent, résumé, transcripts for all academic work, and three current (1990-91) letters of reference must be sent at the initiation of the applicant and postmarked by March 9, 1992. Informational interviews at ALA midwinter conference. Address correspondence to: Human Resources Department, Position #F-115, Alumni Hall G-1, Mansfield University, Mansfield, Pennsylvania 16933. Mansfield University is an affirmative action employer and encourages the applications of women, minorities, and the handicapped.

Library: Georgia Institute of Technology, Library and Information Center. Systems Librarian. Responsibilities: The Systems Librarian is accountable for the Library Systems Group. Supervises a staff of five. Primary responsibilities of the department are operation and maintenance of the public online information systems running under BRS; SIRSI's UNICORN, the Library's integrated system; and other applications on mainframe, mini and personal computers. The department provides user training and hardware and software maintenance. Specific responsibilities of the Systems Librarian include overseeing all operational activities, supervising staff, administering the integrated system, and communicating and coordinating with library staff. Will work closely with the Library's Systems Planning and Development Department to move newly-developed applications into production. Will work closely with Library administration, and campus units such as campus computing and networking staff as needed. Reports to the Assistant Director for Information Systems and Services. Requirements: ALA-accredited MLS; 5+ years' experience in library automation to include at least three years management and supervisory experience. Experience with operational management and experience with installation and day-to-day management of an integrated system. Proven record of productivity. Strong service orientation. Experience in basic data processing and telecommunications operations and other aspects of technology relevant to the present and future of library automation. Ability to interact successfully with all levels of library staff (technical as well as library-oriented), and campus computing and networking staff. Proficiency with basic PC software. Excellent oral and written communications skills are essential. U.S. citizenship or permanent resident status. Desired Qualifications: experience in academic research or special library; experience in a variety of library departments and functions. Salary: appointment at the rank of Librarian I-IV, depending on experience and professional activities. Faculty non-tenure track position. Minimum salary of $34,000. Benefits: 21 days' vacation per fiscal year, health, dental and life insurance. Participation in TIAA, VALIC or state retirement plans. Application: Review of applications will begin February 10, 1992 and continue until position is filled. Interested applicants should send a résumé, three names of references, and salary history to: Becky Ternes, Personnel Librarian, Georgia Institute of Technology, Library and Information Center, Atlanta, Georgia 30332-0900. The Georgia Institute of Technology is a unit of the University System of Georgia and is an Affirmative Action, Equal Education and Employment Institution.

Library/Computer Services: Microcomputer Support Specialist/Librarian, $25,000/year. Duties: Evaluate, develop, implement and resolve problems of microcomputer systems and hardware and software applications; manage 60+ station local area network for library staff; keep current with trends and developments in library automation and continuously enhance local area network; keep staff informed of modifications/enhancements to microcomputer systems; develop and train staff in use of hardware and software applications; participate in professional associations, conferences, workshops, and meetings; represent the Automated Services Division of the Libraries in absence of its Associate Director. Requirements: MS Library Science/Information Systems and one year's experience in installation and management of Novell Advanced NetWare Systems, Version 3.11+. Other Requirements: Experience with MS-DOS based systems, CD-ROM technologies, state-of-the-art word processing, spreadsheet and database management programs, Novell Advanced NetWare network operating system, software and local area networks, IBM token-ring local area networks, at least one programming language (PASCAL, BASIC, or Assembler), resolving programs with micro hardware and software components, and instruction of users. Familiarity with MARC record format and online bibliographic search techniques. Application: Apply at the Texas Employment Commission, Arlington, Texas, or send résumé to the Texas Employment Commission, TEC Building, Austin, Texas 78778, Job Order #6521716. Advertisement paid by an Equal Employment Opportunity Employer.

Library/Law: Director of Law Library: University of South Carolina, Columbia. Requirements: ABA-accredited JD, ALA-accredited MLS degree and significant managerial experience in an academic law library required. Twelve-month, tenure track position on law faculty. Salary and rank commensurate with qualifications and experience. Application deadline: March 1, 1992. Send letter, résumé, names of three references to Professor Dennis R. Nolan, Chair, Library Director Search Committee, University of South Carolina, School of Law, Columbia, South Carolina 29208. Position available: June, 1992. The University of South Carolina is an affirmative action, equal opportunity employer.

Library Science: The Department of Library Science of Kutztown University is currently accepting applications for a permanent, full-time tenure track position beginning in September, 1992. Doctoral degree in Library/Information and MLS required. Candidate must have three years' school library experience. Experience in higher education desirable. Responsibilities include teaching undergraduate and/or graduate Library Science courses in Reference, Government Documents, Computer Applications in Libraries, Methods of Research, Cataloging and Classification and Mass Media and the Library. Position will include supervision of student teachers. Rank and salary at Assistant Professor level. Applicants should send letter of application, résumé, official transcripts and at least three letters of reference to Professor Carol Ann Gearhart, Chair, Search Committee, Department of Library Science, College of Education, Kutztown University, Kutztown, Pennsylvania 19530. Applications and all supporting materials must be received by March 1, 1992. Kutztown University is a state university in the Pennsylvania State System of Higher Education and has an enrollment of approximately 8,300 students. It is an affirmative action, equal opportunity employer and actively solicits applications from qualified women and minority candidates.

Linguistics/English as a Second Language: Applied Linguistics/TESL. Associate Professor. Position begins August 1992. Initially two courses/semester; some TESL program administration. Competitive salary. Teaching opportunities at both graduate and undergraduate level. Specialization open. Ph.D. in Linguistics, Applied Linguistics, TESL or other relevant discipline. Research and teaching qualifications commensurate with rank. Interest and expertise in psycholinguistics, language acquisition, testing/statistics, or teaching theory desired. Application deadline February 15, 1992, or the first of each month thereafter until filled. Send letter of application, current curriculum vitae, and names of at least three references to Don L. F. Nilsen, Search Committee Chair, Department of English, Arizona State University, Tempe, Arizona 85287-0302. All applications acknowledged. EO/AA.

ACADEMIC EXCELLENCE
GEORGIA SOUTHERN
UNIVERSITY

ASSOCIATE DIRECTOR OF LIBRARIES

Georgia Southern University, a unit of the University System of Georgia, was founded in 1906 and became a regional university on July 1, 1990. The 457-acre campus is located in Statesboro, a community of approximately 25,000 residents, 50 miles northwest of historic Savannah, and 200 miles southeast of Atlanta. Enrollment in Fall 1991 of approximately 13,000 students reflects a 100% growth since 1984, resulting in the addition of more than 195 faculty positions. The University offers 25 undergraduate degrees in 77 major fields of study, thirteen master's degrees in 39 fields, and an education specialist degree with 15 majors. Georgia Southern offers selected graduate programs in Savannah in affiliation with Armstrong State and Savannah State Colleges.

The Zach S. Henderson Library consists of 6 departments with 15 full-time faculty, 28 full-time staff members, and 3 part-time staff members. As of June 30, 1991, holdings were approximately 435,000 total volumes, adding approximately 15,000 volumes per year; the books/serials budget is $800,000.

This 12-month position is tenure-track with faculty rank, available August 1, 1992. The Associate Director will assist the Director in the administration of the Libraries and in the coordination of activities among the departments and with other agencies statewide. Required Qualifications. Candidate must hold an MLS or equivalent master's degree from a graduate school accredited by the American Library Association, and have at least 10 years' experience as a librarian in increasingly responsible positions. Preferred Qualifications. Record of administrative experience as department head or equivalent in a library setting; broad-based knowledge of library operations, automation, and services; demonstrated organizational abilities and leadership qualities; demonstrated skills in written and oral communication and interpersonal relations. Salary and rank: Commensurate with qualifications and experience. Send letter of application, vita, and the names, current telephone numbers, and addresses of three references to Dr. Rosemary DePaolo, Chair of Search Committee, Landrum Box 8142, Georgia Southern University, Statesboro, GA 30460-8142. Deadline: March 13, 1992.

The names of applicants and nominees, résumés, and other general non-evaluative information are subject to public inspection under the Georgia Open Records Act. Georgia Southern is an Affirmative Action, Equal Opportunity Institution.

REOPENED

University of California, Santa Cruz

MULTICULTURAL SERVICES LIBRARIAN. ASSISTANT LIBRARIAN/ASSOCIATE LIBRARIAN. SALARY RANGE FOR THESE RANKS: $28,608-$60,496. Reporting to the Head of Reference Services: Responsible for providing leadership in library services for the campus multicultural community. Coordinates an outreach program. Provides library instruction and specialized reference service in multicultural studies. Provides general reference service in the social sciences and humanities; serves 12-15 hours a week at the Reference Desk, including weekend and evening service; participates in computer reference service; prepares and presents instructional materials; selects reference materials. Participates in library-wide activities, including administrative committees and special projects. **Qualifications required:** graduate degree from an ALA-accredited library school; demonstrated ability to communicate and establish ties with the UCSC multicultural community and to provide an intensive outreach program to that community; broad interest in the humanities/social sciences and in working with undergraduates, graduate students, and faculty; ability to work at the reference desk, provide library instruction, and perform online searches. **Preferred:** prior reference desk experience; multicultural outreach experience. Previous applicants are still under consideration and need not apply. **Application deadline March 31, 1992.** Applicants should supply a statement of their qualifications, a résumé, and the names of four references who can comment on their qualifications. Send correspondence to: **Katherine Beiers, Assistant University Librarian-Personnel, University Library, University of California, Santa Cruz, California 95064.**

UCSC is an Affirmative Action, Equal Opportunity Employer.

Program Managers for the Illini Union University of Illinois at Urbana-Champaign

Applications are now being accepted for two positions of Program Manager for the Illini Union at the University of Illinois at Urbana-Champaign.

Program Managers are members of the Program Department and report directly to the Associate Director for Programs. Areas of responsibility for the five Program Managers include such activities as Mom's Day Fashion Show, Dad's Day Variety Show, craft fairs, films, art gallery, art sales, travelogues, Block I cheering section, calendar book, concerts, lectures, Fall and Spring Musicals, Cultural Events Committees, College Bowl, International Fair, etc.

As an advisor to student volunteers, the Program Manager works closely with members of the Illini Union Board, providing them with: advice, input and direction on recruitment; personnel management; leadership development; program planning and administration; and on-site events and program coordination. As a manager of programs and budgets the Program Manager: maintains complete records for reference and continuity; maintains financial records and prepares necessary reports; communicates University and State policies, evaluations and procedures to the volunteer staff; and serves as liaison with other departments and University units. Weekend and evening hours required.

Minimum Qualifications: BA required, MA preferred plus two years experience in student activities programming as a student or professional and possession of a genuine commitment to multiculturalism. Experience in a college union/student activities is preferred. Ability to relate to and work with diverse students is essential.

Positions are full-time with a starting date of June 1, 1992. Salary commensurate with experience.

In order to ensure full consideration, a letter of application, resume and three letters of reference should be sent to:

Henk Welter, Chair
Program Managers Search Committee
University of Illinois
284 Illini Union
1401 West Green Street
Urbana, IL 61801
(217) 244-8332

Deadline for receipt of application materials is February 7, 1992 or until acceptable candidates are identified.

The University of Illinois is an Affirmative Action/Equal Opportunity Employer.

The Illini Union
STUDENT AFFAIRS · University of Illinois at Urbana-Champaign

DIRECTOR OF ADMISSIONS

Sue Bennett College, an independent, coeducational, liberal arts institution related to the General Board of Global Ministries of the United Methodist Church, invites applications for the position of Director of Admissions.

Applications and nominations should be sent to:

Dr. Paul G. Bunnell, President
Sue Bennett College
151 College Street
London, KY 40741

West Virginia University
CONTROLLER
Search Extended

West Virginia University seeks applications and nominations for the position of Controller to direct the accounting and reporting requirements of its $310 million annual operating budget. The University, a land-grant institution which also serves as a comprehensive state university, is the only doctoral degree granting institution in the state. Enrolling 22,000 students in 176 degree programs, the University consists of fifteen colleges and schools and a comprehensive Health Sciences Center.

Duties: The Controller is responsible for proper processing and recording of financial transactions, for the preparation of all official financial reports, for establishing and maintaining systems of internal control and for stewardship of campus assets and fulfillment of debt responsibilities. The Controller directly supervises a staff of 100 persons to provide accounting, student fee collections, payroll preparation, financial reporting, inventory, tax contract/grant management, and disbursement services to the Campus; the Controller also provides functional oversight and direction to the accounting and control aspects of all Campus business and financial activities.

Functions reporting to the Controller include Accounts Payable, Bursar, Payroll, Budget and Cash Administration, Grants and Contracts Accounting, Financial Analysis and Reporting, General Accounting, Accounting Systems, Financial Archives, Insurance and Administrative Forms Supply.

Qualifications: It is expected that applicants will have a Master's Degree in an appropriate field, such as accounting, finance or administration and hold the CPA certificate; at least ten years' experience, with five or more in higher education accounting, preferably at the assistant controller level or above, at a land-grant or other state research university; an understanding of computer based accounting systems, tax laws, federally sponsored research accounting and auditing procedures; and strong leadership, interpersonal, and management skills.

Salary: Salary competitive and consistent with qualifications.

Application Process: For full consideration, submit: (1) letter of application, (2) current résumé, and (3) a list of names, addresses, and telephone numbers of three references by February 15, 1992, to:

Dr. Ernest R. Goeres, Chair
Controller Search Committee
Controller's Office
P.O. Box 6001
West Virginia University
Morgantown, WV 26506-6001

West Virginia University is an Equal Opportunity, Affirmative Action Employer. Women and minority persons are especially encouraged to apply.

DIRECTOR, CAREER PLANNING & PLACEMENT

Boston University School of Law seeks a Director of Career Planning and Placement to manage this established office. Responsibilities include developing job opportunities, establishing and maintaining contacts with alumni, counseling students and alumni, planning programs, conducting workshops, designing and preparing informational/marketing materials for students and employers, identifying and collecting resource materials, and supervising a staff of five. Position requires an in-depth knowledge of the legal profession with 5 years' experience in law placement. Excellent organizational, interpersonal, communications, and career counseling skills are essential. A Master's in Counseling and/or JD degree preferred. Minorities are encouraged to apply.

Please send resume and cover letter to: Hilary Murray, Boston University, Office of Personnel, 25 Buick Street, Boston, MA 02215. An Equal Opportunity/Affirmative Action Employer.

BOSTON UNIVERSITY

DIRECTOR
AEROSPACE RESEARCH CENTER
College of Engineering and Applied Sciences
Arizona State University
Tempe, AZ

The College of Engineering and Applied Sciences (CEAS) invites applications for the position of Director of the newly created Aerospace Research center in the College.

Qualifications. An applicant is expected to have qualifications consistent with a full time appointment in the College of Engineering and Applied Sciences at the rank of Professor. A history of significant research experience is required in one or more areas, including Aerodynamics, Propulsion, Flight Mechanics, Guidance and Control, Avionics, Structures, Materials, Robotics, and Automation, all as applied to the broad area of aerospace engineering. Evidence of an ability to generate external research support and to develop strong industrial relations is also necessary.

Scope. The successful applicant will be expected to create an environment within which cross disciplinary research is fostered, regardless of the applicant's own specialty. This cross disciplinary research should bring together not only the different departments within CEAS but should include the technical staffs of our local industry.

Some funding for the Center is available from the State, as part of the Engineering Excellence plan. But several local aerospace firms have made significant financial commitments towards the establishment of the Center as well. Finally, federal funding for several research projects has also been obtained. The successful applicant will be expected to build on and expand this support base.

Administration. The administration of the position will be similar to that of the other research centers of the CEAS, and the Director of the Aerospace Research Center will report to the Dean of the CEAS in that capacity. Teaching and administrative responsibilities with the Director's home academic department will be appropriately released.

Application Procedure. Interested parties should forward a letter of interest along with a complete résumé and names and addresses of three references to Dr. David K. Schmidt, Chair, Aerospace Research Center Director Search Committee, College of Engineering and Applied Sciences, Arizona State University, Tempe, AZ 85287-5006. The search committee will begin reviewing applications on February 15, 1992, but applications will continue to be accepted until the position is filled. The preferred starting date is July 1, 1992, but it is negotiable.

Arizona State University is an Equal Opportunity, Affirmative Action Employer

REGISTRAR/DIRECTOR OF ADMISSIONS

Armstrong State College invites applications for the position of Registrar/Director of Admissions to be available July 1, 1992. The Registrar/Director of Admissions reports to the Dean of Academic and Enrollment Services. This office is responsible for recruitment, admissions, registration, and all functions related to these responsibilities.

Armstrong seeks an individual who:

- possesses outstanding prior experience and success in the field of enrollment management;
- possesses strong management and team building skills;
- demonstrates success as an administrator with the capacity to manage both personnel and budgets;
- demonstrates a commitment to building diversity in the college community, among employees and students.

Qualifications: Master's degree required. Administrative experience in admissions or student records management required, as well as experience with information systems.

A letter of application, a current résumé, and at least three letters of recommendation must be postmarked on or before March 13, 1992. Applications should be sent to William L. Megathlin, Dean, Academic and Enrollment Services, Armstrong State College, 11935 Abercorn Street, Savannah, GA 31419. Georgia is an open records law state.

ARMSTRONG STATE COLLEGE IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER.

Director, Office of Intellectual Property

Michigan State University is inviting applications and nominations for the newly established position of Director, Office of Intellectual Property.

The Director will report to the Vice President for Research and Graduate Studies and will be responsible for the licensing of University-owned patents, copyrights and other tangible research property. Activities include stimulation of faculty disclosures, evaluation of the disclosures for commercial viability, and drafting, negotiating and monitoring license agreements. The Director is responsible for the administration of University patent policies in negotiations involving faculty inventors, University administrators, patent counsel and the commercial community and participates in the negotiation of research grants and contracts as well as bearing the primary responsibility in licensing negotiations.

The establishment of this new position offers an outstanding opportunity for an experienced, senior licensing person. Compensation will be competitive and will depend on qualifications and experience.

The successful candidate should have, as a minimum, a bachelor's degree (an advanced degree is preferable), familiarity with law, experience in a complete technology transfer operation, as well as knowledge of federal and non-federal contract and grant administration within a university.

This position requires a self-starter, the ability to work well with others, good attention to detail and good negotiating skills, coupled with an empathetic approach to faculty inventors and experience in a university environment.

Michigan State University is an Equal Opportunity and Affirmative Action Employer. Applications from women and minorities are encouraged.

Applicants should send a résumé of their education and experience and the names, addresses and telephone numbers of at least three (3) references to:

Dr. Henry E. Bredeck
Assistant Vice President for Research
Room 238, Administration Building
Michigan State University
East Lansing, Michigan 48824-1046

Screening of applications will begin March 1, 1992 and will continue until the position is filled.

RESIDENCE HALL DIRECTOR
University of Wisconsin Oshkosh

The Residence Hall Director coordinates student/personnel activities in a hall of 200-600 residents. Responsibilities include: staff supervision and development, advising hall government, programming, individual advising, administration and a special assignment in an area of department-wide concern.

Qualifications Master's degree and residence hall experience preferred.

Salary $18,882 (10 month appointment) plus apartment, meals and excellent fringe benefits. Some summer work is available.

Starting Date August 14, 1992

Application Process Send a letter of application, resume, and names of three references to:

Linda K. Johnson
Assistant Director of Residence Life–Staffing
University of Wisconsin Oshkosh
Oshkosh WI 54901-8689
(414) 424-3212

Screening Begins February 25, 1992

Deadline for application is April 5, 1992

An alphabetical listing of all nominees and applicants, without differentiation, may be released following the closing date.

Interviewing At the Oshkosh Placement Exchange, NASPA and ACPA.

UW Oshkosh is an Equal Opportunity/Affirmative Action Institution.

Linguistics/Speech: The University of California, Los Angeles, Department of TESL and Applied Linguistics invites applications for a tenure-track assistant professor appointment in discourse analysis, beginning Fall, 1992, pending budgetary approval. The candidate's primary interests should be in one or more of the following areas: the structure of speech activities or genres, the social construction of referential meaning, discourse in the workplace. Ph.D. required by July 1, 1992. Send letter, vita, samples of written research, and names/addresses of three referees by February 15, 1992 to Professor John Schumann, Chair, Department of TESL and Applied Linguistics, 3300 Rolfe Hall, UCLA, Los Angeles, California 90024-1531. UCLA is an Affirmative Action, Equal Opportunity Employer.

Management: The University of North Carolina at Chapel Hill, Institute of Government, Principals' Executive Program. Assistant Program Director for the Principals' Executive Program, an executive management program for principals and superintendents, and faculty appointment as lecturer in the Institute of Government, The University of North Carolina at Chapel Hill. To teach, consult, and write in such areas as managing conflict and change, communications, motivation, leadership, and group dynamics. Ideal for person with organizational development background who seeks to integrate research and writing with the practice of consulting and training. One- to three-year appointment beginning 1 July 1992. Qualifications: Doctorate in organizational or industrial psychology, organizational behavior, human resource management, public administration, or related field. Apply by 15 March 1992 to John Sanders, Director, Institute of Government; CB# 3330, Knapp Building; UNC-CH; Chapel Hill, North Carolina 27599-3330. Equal Opportunity, Affirmative Action Employer.

Management: Emporia State University is seeking candidates for an Assistant/Associate Professor, tenure-track, 9 month position with possibility of summer teaching, available August 1992. Primary teaching areas are Principles of Management and Basic Production/Operations Management. Specialization in POM area is not necessary. However, the successful candidates should be prepared to teach the Basic Production/Operations Management course. Ph.D. or DBA in management is preferred. Doctoral candidates in dissertation stage will be considered. Additional responsibilities include research and publications, student advising, university service, and professional activities. Screening will begin March 1, 1992 and continue until the position is filled. Apply to Dr. Vaskey Thus, Chair, MMFE, School of Business, Emporia State University, Emporia, Kansas 66801. ESU is an Affirmative Action, Equal Opportunity Employer. We encourage applications from members of protected classes.

Management Science/Business Information Systems: The Department of Finance, Management Science and Information Systems at Shippensburg University invites applications for an Assistant/Associate/Full Professor for a one-year only position available in Management Science and Business Information Systems for the fall of 1992. Primary responsibilities include teaching undergraduate courses for majors and non-majors and advising students. Applicants should possess a Ph.D. or DBA with a strong emphasis in one of the following areas: management science, business information systems, operations research, industrial engineering or a related discipline. Applicants with approved dissertation topics will also be considered. The applicants must be able to teach introductory courses in management science and computer information systems. Experience in business or government is highly desirable. As Shippensburg has a strong commitment to classroom teaching, applicants should have outstanding communications skills. Rank and salary are commensurate with qualifications and experience. The [illegible] program in business [illegible] accredited by the A[illegible] Collegiate Schools [illegible] send a letter of applic[illegible] transcripts, and three [illegible] to: Dr. Jonathan W. K[illegible] Finance, Management [illegible] mation Systems, 333 [illegible] pensburg University, S[illegible] sylvania 17257. Applica[illegible] position is filled March [illegible] burg University is an [illegible] Affirmative Action Emp[illegible] racial minorities are enc[illegible]

Manufacturing: Faculty [illegible] ty of North Texas, Depar[illegible] al Technology. The Dep[illegible] trial Technology announ[illegible] year, tenure-track posi[illegible] August 15, 1992. Minim[illegible] are: a master's degree (do[illegible] in mechanical or manufac[illegible] ing, mechanical or manufac[illegible] ing technology, or a clos[illegible] three years of recent relev[illegible] perience; a strong commit[illegible] graduate teaching. Applic[illegible] expertise in teaching hydra[illegible] ics, statics, dynamics, stren[illegible] and related courses. Candi[illegible] dustry, engineering technol[illegible] or strong community college[illegible] grams are encouraged to app[illegible] en and minority candidates. [illegible] teaching, faculty are expecte[illegible] curriculum development, stu[illegible] take an active role on depa[illegible] university committees, and pu[illegible] ly activity by obtaining exter[illegible] research projects, publishing [illegible] pating in professional societ[illegible] tions accepted until position [illegible] University of North Texas is a[illegible] portunity, affirmative action [illegible] Submit letter of application, [illegible] scripts, vita with all pertinent [illegible] references, and three current le[illegible] ommendation (addressed to the c[illegible] search committee) to: Dr. Phillip [illegible] Search Committee Chair, Uni[illegible] North Texas, Department of [illegible] Technology, P. O. Box 13198, [illegible] Texas 76203; phone (817) 565-2022.

Marketing: Black Hills State Univ[illegible] vites applications for a tenure-tr[illegible] tion in marketing beginning Fa[illegible] Rank and salary open. We are se[illegible] individual committed to teachin[illegible] lence. Qualifications: earned doc[illegible]

[illegible]

1992 and continue until the position is filled. Foreign nationals should indicate current U.S. immigration status. USC-Sumter is an Affirmative Action, Equal Opportunity Employer. Applications from minorities and women are encouraged.

Mathematics: Tenure track position in mathematics. Principle area to be Statistics/Operations Research. Doctorate towards near completion in statistics or Mathematics with at least some courses in Operations Research. [illegible]

[illegible] sity, P. O. Box 10087, Charleston, South Carolina 29411. Charleston Southern University is an affirmative action employer and does not discriminate on the basis of race, color, national or ethnic origin, handicap or sex.

Mathematics: A tenure-track position to begin Fall, 1992. A Ph.D. is preferred; however, those at the A.B.D. level will be considered. A knowledge of applied mathemat[illegible]

Pittsburg State University
DIRECTOR, STUDENT CENTER

The Division of Student Affairs invites applications for the position of Student Center Director. The Director reports to the Associate Vice President for Student Affairs and will provide administrative leadership to a Student Center operation which provides a focal point for campus cultural and educational programs and services. The operation includes the University food services, cash and catering operation, building maintenance, ongoing renovation projects, building programming, and the University ticket office. The Director will directly supervise two Assistant Directors.

QUALIFICATIONS: Bachelor's degree required, Master's degree preferred. Minimum of four years' experience with increasing responsibilities and supervisory experience in Student Center related operation. Ability to provide leadership in developing the Student Center as a focal point for University programs and services. Must have experience with related computer operations. Must have excellent verbal and written communication skills.

Salary for this twelve-month, non-tenure earning position will be commensurate with qualifications and experience, salary range $27,000-$37,000. Position to be filled by July, 1992. Women and minorities are encouraged to apply. For first consideration, applications are due February 15, 1992. Search will continue until the position is filled. Applications should include a letter of application, résumé, and names, addresses, and telephone numbers of three references to:

Dr. Kurt Cuparyn
Student Center Director Search Committee
Student Affairs Office
Pittsburg State University
Pittsburg, KS 66762

PSU Pittsburg State University

Pittsburg State University is an affirmative action, equal opportunity employer.

Director of Career Counseling

The Cornell Law School is seeking a Director of Career Counseling. This is a newly created position reporting directly to the Dean of Students. The Director will counsel J.D. and LL.M. students and alumni in various aspects of career planning, including interview skills, job search strategies, and lifetime career development. The director will also be responsible for developing and implementing creative and innovative programming relating to career choices.

Qualified candidates should possess a J.D. with a minimum of 2-5 years of legal practice experience. Candidates with advanced counseling degrees with a minimum of 2-5 years of professional career counseling experience may also be considered. Excellent interpersonal and communication skills are required.

The Law School is located in Ithaca, NY, the heart of the Finger Lakes Region of upstate New York. The School has a student body of approximately 600 students enrolled in J.D. and graduate programs.

Interested individuals should send a cover letter and résumé to: Search Committee: Dept. A0201, Staffing Services, Cornell University, 160 Day Hall, Ithaca, NY 14853-2801. Cornell is an affirmative action, equal opportunity employer. People of color and women are encouraged to apply.

CORNELL UNIVERSITY
Affirmative Action/Equal Opportunity Employer

Mathematics: Simpson College invites applications for a full-time tenure-track position at the Assistant Professor/Instructor level beginning late August 1992. Ph.D or ABD in mathematical sciences required; Ph.D required for tenure. Preference given to candidates with emphasis in applied mathematics, excellent communication skills and successful teaching experience. Strong commitment to quality undergraduate education in a liberal arts environment essential. Send letter of [illegible]

[illegible] plication, a résumé, and arrange to have three letters of reference sent to Dr. John Shouls, Department of Mathematics, Georgia Southwestern College, Americus, Georgia 31709-4693, phone (912) 928-1643 or (912) 928-1251. The position will remain open until filled, but to ensure consideration, please apply by March 15, 1992. GSW is an Affirmative Action, Equal Opportunity Employer.

[illegible]

THE UNIVERSITY OF IOWA
COLLEGE OF EDUCATION
Program Administrator
The Connie Belin National Center for Gifted Education

The University of Iowa invites applications and nominations for a Program Administrator in The Connie Belin National Center for Gifted Education. This is a twelve-month, professional and scientific appointment with the possibility of an adjunct faculty appointment.

Responsibilities: To administer precollege programs for gifted students; to help in the administration of talent searches; to supervise graduate assistants and practica students; to conduct research in the field of gifted education; to teach courses and workshops in gifted education; to assist in the development of research proposals and grant applications.

Qualifications: Requires a Master's degree in education or related area or comparable education and experience. A Doctoral degree is desirable. Experience in administration and organization of precollege programs and computer skill in data entry and analysis is highly desirable. Teaching or administrative experience is desirable, preferably in the area of gifted and talented education.

Salary: Competitive and negotiable.

Interested persons should submit a letter of application, vita, graduate transcripts, and three letters of recommendation to: Dr. Nicholas Colangelo, Director, The Connie Belin National Center for Gifted Education, 210 Lindquist Center, The University of Iowa, Iowa City, IA 52242. Review of applications will begin March 1 and will continue until the position is filled. Position is to begin no later than August, 1992.

The University of Iowa is an Equal Opportunity and Affirmative Action Employer.

Director of Equal Opportunity

The Rockefeller Foundation invites applications and nominations for the position of Director of Equal Opportunity. He/She heads the Equal Opportunity Division, entirely domestic in orientation, it has a twofold focus: (1) securing and protecting the basic rights of minority group Americans; and (2) attacking conditions which cause persistent poverty among urban Americans.

While there is no prerequisite educational requirement, the successful candidate must have the capacity for leadership in the equal opportunity field, with a particular grasp of the basic rights and persistent poverty areas that are of special concern to the Foundation. Other requirements include the ability to engage the productive participation of leading thinkers, experts and practitioners in the field, the capacity to operate effectively in the research, policy and action arenas, and the ability to conceive, develop, implement and assess innovative program strategies. While the position is located in New York, the successful candidate must be willing to travel extensively. The Rockefeller Foundation stresses affirmative action in its employment practices.

Nominations and qualifications, together with supporting materials, should be sent to:

Malcolm MacKay
Managing Director
Russell Reynolds Associates
200 Park Avenue
New York, New York 10166

[illegible] million endowment and a strong academic reputation. Send letter of application, résumé and names and telephone numbers of three references to Professor Ron Holmes, Chair, Mathematics Search Committee, Arkansas College, P. O. Box 2317, Batesville, Arkansas 72503. Applications accepted until position is filled. AA/EOE.

Mathematics Education: The Department of Curriculum and Instruction invites applications for an Assistant Professor of Mathematics Education. This is a nine-month, tenure-track position beginning August 17, 1992 with possible summer employment. Responsibilities include teaching undergraduate and graduate courses both on- and off-campus, conducting research and scholarly writing, advising master's and doctoral students and supervising student teachers. Successful candidate will also be expected to participate in professional activities at local, state, regional, and national levels, and provide service to local school systems and the University community. An earned doctorate in education with an emphasis in mathematics education and at least three years of successful teaching experience are required. Experience at the Elementary/Middle School level desirable.

DIRECTOR OF COUNSELING

El Paso Community College is an innovative, growing multi-campus institution educating and training over 28,000 multi-cultural and non-traditional students. Serving the growing needs of a sunbelt metropolitan population exceeding 587,000, the seven day a week class schedule offers liberal arts, technical, vocational and non-traditional educational programs.

Reporting to the Dean of Student Services, the Director of Counseling will develop and evaluate institution-wide systems for assessing student aptitudes, abilities, career planning, and educational goal attainment. Implementing accessible counseling, referral, degree planning services and student orientations will be key elements of the position.

Qualifications include a Master's degree in a related field and directly related experience, strong supervisory and leadership skills, and a demonstrated ability to formulate and implement policy and procedure.

We offer an excellent salary commensurate with education and experience and a highly competitive benefits package. Please submit letter of application, resume and transcripts by 2/28/92 to:

**El Paso Community College
Personnel Department
P.O. Box 20500
El Paso, TX 79998**

or call
915-775-8017
to request an application packet.

Equal Opportunity/Affirmative Action Employer

INDIANA UNIVERSITY
Department of Residence Life

ASSOCIATE DIRECTOR: Responsibilities include coordination of programs and services that relate to student development (Halls of Residence Libraries, community agencies, etc.). Assumes teaching responsibilities as assigned by the Director. Advises Residence Hall Association (RHA) executive board, RHA President's Council, and RHA Student Run Business. Coordinates advertising, soliciting, and selling activities. Assists in the coordination and development of student government programs among the residence centers. Coordinates RHA and senior students government involvement in Freshman Registration and Orientation Programs. Master's degree required with a minimum of five years' central office administrative experience. Salary: competitive, commensurate with experience. Position available July 1, 1992. Application Deadline: January 31, 1992. Interested candidates should submit a letter of application and credentials to:

Bruce A. Jacobs
Director, Department of Residence Life
801 North Jordan, Bloomington, IN 47405

COORDINATOR OF RESIDENCE LIFE: (Anticipated Openings). Responsibilities include leadership of graduate and undergraduate staff, promotion of an interpersonal environment in the residence centers which supports educational and developmental growth, and cooperation with housing management and food service personnel. Each center has approximately 1,000 students and all the dynamics of a residential college including academic advising, residence hall libraries, orientation programs and credit bearing classes, dining hall, and center store. The Coordinator is a full-time staff appointment with a competitive salary, furnished on-campus apartment, full board, and University benefits. Requirements are a master's degree with two years of residence hall supervisory experience preferred. Position available July 15, 1992. Priority deadline for applications is April 1, 1992; process will remain open until position(s) are filled. Screening interviews will be held at the Oshkosh Placement Exchange and NASPA. Candidates interested in screening interviews are requested to submit application by February 14, 1992. Interested candidates should submit a letter of application and credentials to:

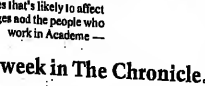
Susan L. Boyd
Chair, Coordinator Search Committee
801 North Jordan, Bloomington, IN 47405

Indiana University is an equal opportunity, affirmative action employer. The Department of Residence Life is committed to hiring a racially and culturally diverse staff. Minority candidates are strongly encouraged to apply.

Salary is commensurate with qualifications and experience. Submit a letter of application, transcripts, vita, and the names, addresses, and phone numbers of at least three references postmarked no later than February 5, 1992 to: Dr. Boyd Holtan, West Virginia University, 604 Allen Hall, P. O. Box 6122, Morgantown, West Virginia 26506-6122. West Virginia University is an Equal Opportunity, Affirmative Action Employer.

Mathematics/Science Education: Assistant Professor with research orientation and interest in K-12 mathematics/science and evidence of teaching excellence sought for Washington State University, Vancouver, Washington campus. Ph.D. in Math/Science Education or a related field required. Public school teaching experience, experience with diverse populations and multicultural education, and research interest in cognitive science desirable. Responsibilities include teaching math/science to graduate teacher education students, student advising, and collaborative work with public schools. Starting date August, 1992. Review of applications beginning February 1, 1992 and continuing until the position is filled. Send letter of application, vita, and three letters of recommendation to Professor Ruth Gerner, Search Committee Chair, Washington State University, 1812 East McLoughlin Boulevard, Vancouver, Washington 98663. WSU is an AA/EEO educator and employer. Protected group members are encouraged to apply.

Medical Education: Coordinator of Faculty Development, Measurement and [illegible] tion. The Coordinator provides educational guidance to medical school faculty, coordinates the testing of medical students, and evaluates the curriculum. Faculty and instructional development activities focus on the basic and clinical sciences. The Coordinator will work with faculty to develop examinations, administer and score examinations and update a PC-based test-item bank. Opportunity to engage in other educational endeavors related to medical education also exists: applications of computer-assisted instruction, research in clinical problem solving, curriculum development for clinical teaching in ambulatory sites, etc. Required: Doctorate in Measurement and Evaluation, Educational Psychology, or Instructional Development; evidence of successful teaching and research experience; and ability to work well with faculty. Experience in evaluation with competency in theory of measurement and testing, statistical analysis, and research design also necessary. Desirable: Associate Professor level or at least three years of experience in higher education. Experience in medical education preferred. Full-time, non-tenured position. Salary negotiable. Send letters of application, résumé, and names of at least three references to: Dr. Lisa M. Beardsley, Assistant Director for Educational Services, Division of Educational Services, University of Illinois College of Medicine at Peoria, Box 1649, Peoria, Illinois 61656. Call (309) 671-8458 for more information. Apply by February 15, 1992, however, all applications will be considered until the position is filled.



UNIVERSITY OF CALIFORNIA

OFFICE OF THE PRESIDENT

Environmental Safety and Health Manager

FOR

Department of Energy Laboratory Oversight Program

The Office of the President is the central administration for the University of California System. In addition to administration of the nine campuses in the system, the Office of the President, under contract with the Department of Energy (DOE), manages three laboratories: Lawrence Berkeley, Lawrence Livermore, and Los Alamos National Laboratory.

Reporting to the Special Assistant for Laboratory Administration, this position will serve an important role in oversight of activities relating to compliance with ES&H laws, regulations, and orders, and will provide overall policy guidance on ES&H issues. While primary responsibility for ES&H remains within the management of each individual laboratory, this manager will have the following responsibilities: policy oversight and development, self assessment and contract compliance; periodic review of the effectiveness of performance-based criteria re contract compliance, analyses/review of new DOE ES&H orders and coordination of compliance; review of ES&H audits and development of corrective actions, review/coordination of responses to ES&H enforcement action, serve as primary spokesperson with DOE and public spokesperson for the University on ES&H issues at the labs, and coordinate related public meetings; facilitate communication among the labs regarding ES&H issues.

QUALIFICATIONS: Education and experience equivalent to completion of a Master's degree in a technical field related to ES&H; substantial experience in waste or environmental management, industrial hygiene or safety, or health physics; experience in government agency and/or knowledge of federal requirements; background with a scientific research and development organization, demonstrated ability to work effectively and manage efficiently in a large, complex organization; excellent writing, analytical and communication skills. A DOE "Q" clearance will be required.

Compensation will be commensurate with qualifications and experience. AA/EOE.

Résumés should be sent by February 28, 1992 to Betty M. Armstrong, Heidrick & Struggles, Inc., 300 S. Grand Ave., Suite 2400, Los Angeles, CA 90071-1685.

DIRECTOR OF LIBRARY SERVICES

Western Wyoming Community College announces an opening for the above position. This is a full time position with duties to commence approximately July 1, 1992. This position will assume the overall direction of the affairs of the library including financial programming, planning and development, staff supervision, procurement of books, periodicals and other related items. The incumbent must possess strong leadership, supervisory and technical skills.

Graduation from an A.L.A. accredited college or university with a master's of Science degree in Library Science together with five years of position-related experience is required. Relevant work experience in a public-supported community college is preferred. Competitive salary. Excellent benefits. Closing date for receipt of WWCC application form is February 21, 1992. Also, please submit resume, letter of application and academic transcripts. For further information, please contact: Personnel Office, Western Wyoming Community College, P.O. Box 428, Rock Springs, Wyoming 82902-0428 or call (307) 382-1810.

Western Wyoming Community College

WWCC IS AN EQUAL OPPORTUNITY/ AFFIRMATIVE ACTION EMPLOYER

Medicine: University of Hong Kong, Lecturer in Surgery (Reference 91/92-60). Applications are invited for a Lectureship in the Department of Surgery. Applicants should have a medical qualification registrable in Hong Kong and must possess a Fellowship of one of the Royal Colleges of Surgeons and have an interest in Gastrointestinal or Endocrine Surgery. Experience in teaching and research is required. Annual salary (superannuable) is on an 11-point scale: HK$292,980-580,746 (approximately US$1 = HK$7.77 as at December 4, 1991). Starting salary will depend on qualifications and experience. At current rates, salaries tax will not exceed 15% of gross income. Children's education allowances, leave, and medical benefits are provided. Further particulars and application forms may be obtained from Appointments (40220), Association of Commonwealth Universities, 36 Gordon Square, London WC1H 0PF, United Kingdom; or from the Faculty of Medicine, University of Hong Kong, 7 Sassoon Road, Pokfulam, Hong Kong (FAX (852) 855-9742). Closes 29 February 1992.

Medicine/Dean: Alabama-Dean. Applications and nominations are now being accepted for the position of dean of the University of Alabama School of Medicine, UAB. Candidates should be recognized leaders in the field of medical education who possess appropriate credentials and experience in professional and academic positions. The University of Alabama School of Medicine is an administrative component of UAB academic health center. The dean reports to the vice president for health affairs and participates administratively in consideration of the academic policy, plans and programs of the entire health center. The dean also serves as the chief academic and administrative officer of all of the School of Medicine and has responsibility for instructional, research, service and patient care programs. EEO/AA employer. Please send letter of intent or nominations by May 1, 1992 along with supporting curriculum vitae to Dr. Victor Matukas, Chair, Dean's Search Committee, University of Alabama at Birmingham, 1919 7th Avenue South, UAB Station, SOB Box 27, Birmingham, Alabama 35294.

Minority Data Bank: Saginaw Valley State University is creating its own minority data bank in an effort to achieve faculty diversity. Applicants are encouraged to submit a current résumé. SVSU offers more than 60 programs of study leading to bachelor's degrees in Arts, Science, Business Administration, Electrical Engineering, Mechanical Engineering, Nursing and Social Work. Master's degrees are offered in Criminal Justice/Political Science, Education, Arts in Teaching, Business Administration and Nursing. African-American, Hispanic, native American and other underrepresented groups are encouraged to apply. SVSU is a regional institution with a student body of more than 6,400. It is situated between the municipalities of Saginaw, Bay City, and Midland. Send résumés to Dr. Roosevelt Ruffin, Office of Multicultural Programs/Affirmative Action, Saginaw Valley State University, 2250 Pierce Road, University Center, Michigan 48710.

Minority Data Bank: Georgia Southwestern College is creating its own data bank in an effort to achieve faculty diversity. Interested applicants are encouraged to submit a current résumé. Georgia Southwestern College is a senior unit of the University System of Georgia. It offers degrees in the Division of Arts and Sciences, Nursing, Business, Computer and Applied Science, and Education with programs leading to the baccalaureate, master's and specialist levels. With a student body of around 2,200 students, Georgia Southwestern specializes in individual attention from a concerned faculty. Send résumé to: Freida J. Jones, Affirmative Action Officer, Georgia Southwestern College, 800 Wheatley Street, Americus, Georgia 31709.

Director of the Institute of Portland Metropolitan Studies

School of Urban and Public Affairs

Portland State University

The School of Urban and Public Affairs at Portland State University seeks a director for the newly established Institute of Portland Metropolitan Studies.

The Institute of Portland Metropolitan Studies was established by the Oregon State Board of Higher Education as a result of a joint effort by local governments, the Oregon Health Sciences University, and Portland State University. The establishment of the Institute reflects a growing interest in coordinating research energies and resources in a way that maximizes benefits to governments, public agencies, and educational institutions in the Portland metropolitan area, while minimizing fiscal outlays expected from each. The Institute's Board identifies an annual research agenda that reflects issues of concern in the region. The actual research work is conducted by teams drawn from Oregon Universities and Colleges, as well as from appropriate professionals in government. The Institute serves as an information clearing house and neutral forum for local government and as a contact point with national organizations that serve similar functions.

Qualifications

The Institute directorship is a senior level position within the School of Urban and Public Affairs. Candidates should have a demonstrated record of effective performance in the following areas: management in the public and/or private sectors, state and local government policy development, applied research and research administration. Collaborative and interpersonal communication skills are essential. An advanced degree is required, preferably a Ph.D., with specialization in urban studies, public administration or a related social science field. Nominations and applications with a curriculum vitae and a letter addressing the above duties and qualifications should be sent to:

Dr. Michael F. Reardon, Vice Provost
Office of Academic Affairs
Portland State University
Portland, OR 97207-0751

Initial screening will begin February 1, 1991, and will continue until the position is filled. Starting date is negotiable.

Portland State University is part of the Oregon State System of Higher Education and is an Affirmative Action, Equal Opportunity Employer. Women and minority applicants are especially encouraged to apply.

LCSC LEWIS-CLARK STATE COLLEGE

Lewiston, Idaho

Director of Career Development

The Division of Student Development at Lewis Clark State College invites applications for the position of Director of Career Development. The Director is responsible for a full range of career services including career counseling, testing, job fair, job board, placement files, graduation follow-up reports and cooperative education.

The Director must be proactive, a capable communicator who is able to successfully interact with students, the public, employers, area schools and businesses, and the college community.

Successful candidates should possess a Master's Degree in student personnel, higher education or counseling. Related disciplines will be considered. A vocational counseling certification in Idaho or the willingness to obtain same is desirable. Experience in career development in higher education or appropriate related experience is required.

Lewis-Clark State College is a regional undergraduate institution within the Idaho system of higher education. It offers liberal arts and sciences, professional programs in education, nursing, business, social work, criminal justice and vocational-technical programs. Outreach programs in a variety of fields constitute a distinct mission for the College. The institution currently enrolls approximately 2,800 students.

Lewis-Clark State College occupies a 44-acre campus on Normal Hill, an attractive residential area of Lewiston, Idaho. Lewiston has a population of 27,000 and is located in rural, northwestern Idaho at the confluence of the Snake and Clearwater Rivers. The major industries in the area are forest products, agriculture, recreation equipment and outdoor recreation. Lewiston is the gateway to the largest concentration of wilderness areas in the contiguous states.

Review of applicants will begin February 21, 1992, and will continue until a successful candidate is selected. Send letter of application and resumé to:

Vice President for Student Development
Lewis-Clark State College
Lewiston, ID 83501

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER. WOMEN AND MINORITIES ARE ENCOURAGED TO APPLY.

DIRECTOR

MASTER OF MANAGEMENT INFORMATION SYSTEM PROGRAM

Illinois Benedictine College, a Catholic liberal arts institution located in the western suburbs of Chicago, seeks applications for Director, Master of Management Information System Program. Ten-month tenure-track faculty position. Some 12-month responsibilities. Master's required. Ph.D. desired (ABD's are encouraged to apply). Industry experience and college-level teaching helpful. Applications to Dr. Bruce Buchowicz, Chair, Search Committee, 5700 College Road, Lisle, IL 60532 by March 1, 1992. EOE.

COORDINATOR OF MEDIA RELATIONS

Grinnell College seeks an energetic, highly motivated individual's media relations experience to coordinate its active and highly successful media relations program.

Reporting to the director of public relations, the coordinator of media relations will plan, organize and manage the efforts of Grinnell's comprehensive media relations program, serve as primary contact with local and state media, and assist the director with regional and national media coverage.

Requirements include proven public relations experience of at least three years, preferably in higher education; undergraduate degree, and excellent oral and written communications skills. Successful candidates should also demonstrate an ability to think clearly under deadline pressure, an understanding of and familiarity with the news media, and a record of positive story placements.

Founded in 1846, Grinnell College is a nationally selective liberal arts college enrolling 1,300 students from nearly every state and 40 other nations. Located in one of the Midwest's most progressive small towns, Grinnell College is consistently ranked among the top colleges in America.

To be assured of consideration, send letter of application, résumé and three samples of news writing and story placements to Richard Ridgway by February 7, 1992. Applications will be accepted until the position is filled.

Richard B. Ridgway
Director of Public Relations
Grinnell College
P. O. Box 805
Grinnell, Iowa 50112-0810

Grinnell College

Grinnell College is an AA/EO employer and especially seeks women and minority candidates.

Bucknell

BENEFITS MANAGER

Bucknell University seeks applications for the position of Benefits Manager to administer all aspects of faculty and staff benefit programs. This is a newly created position that will include responsibility for plan design and policy, vendor negotiation, online benefits record systems, utilization analysis, and consultation with faculty and staff on all benefit plans including flexible spending accounts and retirement benefit options. This position requires a bachelor's degree (master's preferred) and 5 years of human resources experience with concentration in the administration of a comprehensive benefit program. College, university or other nonprofit organization experience is preferred. Letter of application and resumé with names, addresses, and telephone numbers of three references should be sent by February 24, 1992 to:

Catherine M. Sweeney
Director of Personnel
Bucknell University
Lewisburg, PA 17837

Applications from women and members of minority groups are encouraged.

Museum Administration: Assistant Director, Visitor Services. The Assistant Director, Visitor Services works under the supervision of the Director of Education of the United States Holocaust Memorial Museum. The position involves creation and supervision of all facets of the Museum's Visitor's experience: establishment of staff training and support systems, preparation of plan for visitor orientation; management of information desks including computers, staff and related materials; development of health and safety procedures, accessibility to persons with special needs, circulation patterns and evacuation procedures as well as the hiring, training and management of staff to carry out these functions. Requirements include experience in determining service needs of museums and other public institutions; creating the procedures outlined above; hiring, training and managing paid and volunteer staff, working with architects and space planners, and well developed organizational and administrative skills. The United States Holocaust Memorial Museum is an Equal Opportunity Employer. Please send résumé and cover letter to USHMM. Attention: Susan Greenhouse, Director of Personnel, 2000 L Street, N.W., Suite 717, Washington, D.C. 20036.

Museum Administration: Sheehan Gallery Director. (Non-tenure track). Begin July 1, 1992. Eighty-five percent of full time with possibility of full time depending on funding. Experience in gallery or museum work and an appropriate post graduate degree (minimum M.A. in Art History, Studio Arts or Arts Administration) or have equivalent relevant work experience. Reports to the Dean of Faculty and has full administrative responsibility for conceiving, selecting, arranging, and installing four to five exhibitions, plus one student exhibition per academic year, and for the supervision of both professional and student assistants. Responsible for the care and record keeping of the College's art holdings. Send vita, letters of recommendation, examples of professional work and publications to: Sheehan Gallery Search Committee, Edward Humpherys, Chair, Whitman College, Walla Walla, Washington 99362. Application deadline March 15. Interviews at CAA meeting in Chicago. AA/EOE.

Museum Administration: Director. Maryhill Museum of Art seeks candidates for the position of director. Located in the scenic Columbia River Gorge, 100 miles east of Portland, Oregon, Maryhill Museum has a six-person professional staff, annual operating budget of $500,000 and annual visitation of approximately 80,000. Permanent collection includes 19th and 20th century French Art and decorative art [illegible] standing Auguste Rodin collection, [illegible] icons, Roumanian royalty memorabilia and textiles, and an excellent Native American collection. Successful candidate must have demonstrated leadership skills, managerial ability, effective fund-raising skills, excellent communication skills, and the capacity to foster strong community relations. Responsibilities will include overseeing curatorial and educational program, implementation of long-range plan, ongoing [illegible] development and the staff leadership of a capital fund-raising campaign. Qualifications: B.A. in museum studies or related field (M.A. or Ph.D. preferred); 3-4 years' experience in museum/management position; excellent verbal and written skills. Prior capital fund-raising experience preferred. Salary commensurate with experience. Excellent employee benefits. Starting date June 1, 1992. Applications should include cover letter, résumé, salary history and three references. Application deadline March 1, 1992. Send to: Search Committee, Maryhill Museum of Art, 35 Maryhill Museum Drive, Goldendale, Washington 98620. AA/EOE.

ASSOCIATE DIRECTOR OF PLANNED GIVING

University of Virginia

The University of Virginia is seeking an Associate Director of Planned Giving who will report to the Director of Planned Giving. Specific responsibilities will include identification, cultivation, solicitation, and closing of deferred gifts for the University of Virginia and its related schools and foundations. The Associate Director of Planned Giving will also serve as a technical resource for development officers and university administrators.

Qualified applicants should have a master's degree or equivalent experience and three years of experience in planned giving. Experience in higher education is a plus. Experience in allied fields such as estate planning, law, trust management, and investments is preferred. Salary will be commensurate with experience.

Applications would be appreciated by February 28, 1992, but will be accepted until the position is filled. Letter of application and résumé should be sent to:

Ms. Elizabeth Flanagan
Director of Planned Giving
Office of University Development
University of Virginia
Post Office Box 9013
Charlottesville, Virginia 22906-9013

The University of Virginia is an Equal Opportunity, Affirmative Action Employer.
Women and minorities are encouraged to apply.

Committee on International Organizations and Programs

STAFF DIRECTOR

The National Academy of Sciences/National Research Council is seeking a staff director to provide leadership of a program concerned with global issues and international networking cooperation in science and technology through international multilateral organizations. Will assist the U.S. science and technology community in the conduct of global programs such as environmental change, energy development, natural hazards, and human resources, providing policy advice to strengthen effective U.S. participation. Other duties include overseeing programs supporting U.S. membership in nongovernmental scientific organizations, i.e., the International Council for Scientific Unions (ICSU), coordinating the involvement of corresponding U.S. national committees, and monitoring activities of intergovernmental scientific organizations, e.g., Unesco and others. Position requires an advanced degree in science, engineering, science policy, or international relations, with 8 or more years of related experience, demonstrated effective management and supervisory skills, effective oral and written communications skills, demonstrated ability to prepare position papers on a variety of international science policy issues, and capability to conduct strategic planning. Familiarity with international scientific organizations and their linkages to global programs is desirable. Fluency in one or more European languages is desirable, but not mandatory. Please send resume in confidence to: NRC/OIA, HA 450 (CP), 2101 Constitution Avenue, N.W., Washington, D.C. 20418. EOE.

NAS NAE NRC IOM

Museum Administration/History: Director, Museum Resource Center. The Director, Museum Resource Center works under the supervision of the Director of Education of the United States Holocaust Memorial Museum. The position involves responsibility for the creation and management of the Museum resource center which will serve teachers, students, researchers and parents; the identification, review and selection and organization of materials for use in the center; assistance in teacher preparation and training; contact with other Holocaust organizations; hiring and management of staff to carry out the duties of the resource center. Requirements include experience in making difficult subjects comprehensible to young people; identifying, locating and using print and non-print primary and secondary source material; knowledge of the Holocaust, world history, current events and other substantive fields, facility with computer and cataloging systems; writing and editing; management and staff supervision and knowledge of the education, museum and Holocaust communities. The United States Holocaust Memorial Museum is an Equal Opportunity Employer. Please send résumé and cover letter to USHMM. Attention: Susan Greenhouse, Director of Personnel, 2000 L Street, N.W., Suite 717, Washington, D.C. 20036.

Music: The University of Guam solicits applications for the following tenure or non-tenure track positions (one-, two-, or three-year appointments): Assistant to Associate Professor (Music). The University of Guam is a U.S. accredited institution that serves the island of Guam and other islands in the Western Pacific region. University of Guam faculty salaries are competitive with those of the University of Hawaii and mainland universities. Duties/responsibilities: voice/choral full-time position beginning August 1992. Teach studio voice, coordinate choral program, teach Introduction to Music. Additional course development possible. Interest in working with students in liberal arts environment and developing new Fine Arts degree program in music. Minimum qualifications: doctorate and recent teaching experience required. Application process: submit audio/video tape, curriculum vitae, three recent letters of reference, official graduate degree transcripts and unofficial copies of undergraduate degree transcripts, and completed job application to: University of Guam, Dr. [illegible], Music Search Committee, c/o Personnel Services Division, UOG Station, Mangilao, Guam 96923. Application deadline: review of applications will begin on February 15, 1992 and continue until the position is filled. For further information, call Personnel Services at (671) 734-9000/9455/0515 or call Dr. John Rider toll-free at 1-800-821-9211. EEO/AAF.

Music: Saxophone Assistant Professor of Music, tenure track position beginning August 24, 1992. Teach, recruit saxophone students, possibly teach jazz studies, woodwind techniques, woodwind literature. Doctorate or completed residency, master's degree with significant professional experience. Evidence of excellence in performance and teaching. Applications from members of minority groups are especially welcome. Send application letter, three recent reference letters, cassette performance tape, vita, other materials as appropriate to: Dr. Robert L. Cowden, Chair, Department of Music, Saxophone Search, Indiana State University, Terre Haute, Indiana 47809. Applications received after February 15, 1992 may not be considered. Indiana State University is an AA/EOE.

Music: Two Positions, assistant professor, tenure track, $28,000/year. 1. Percussionist, artist-level performer; teach private lessons, methods course, ensemble; assist with marching band percussion. Jazz skills desirable. 2. Music Education, elementary; teach courses for majors, classroom teachers; supervise practice teachers, MENC advisor. Doctorate or extensive publication record; K-12 teaching experience; keyboard skill required. Write for complete description. Applications by February 14, 1992, include (1) résumé, (2) three confidential letters of recommendation, (3) list of courses taught or could teach, (4) cassette tape of performance (percussion) or video tape of teaching (music education, if possible). Self addressed stamped envelope for return of materials. Apply: Dr. Sherman Hong (Percussion Search), S.S. Box 5032, or Dr. Peter L. Ciurczak (Music Education Search), S.S. Box 5081, School of Music, The University of Southern Mississippi, Hattiesburg, Mississippi 39406. USM is an AA/EOE institution. Women, minorities, and members of other protected groups are encouraged to apply.

Music: Assistant Professor of Cello (pending funding). Nine month, tenure track position beginning Fall 1992. Teaching includes studio cello, non-major contrabass and string methods. Other duties determined by departmental needs and candidates' training. Master's degree required, doctorate preferred. Documented evidence of successful college teaching, outstanding musicianship and musical accomplishment, professional activity, and strong recruiting ability. Minimum salary is $24,000 and competitive. Send letter of application, vita, three letters of recommendation, and supporting material by February 15 to: Chair, Cello Search Committee, School of Music, Ohio University, Athens, Ohio 45701. AA/EOE.

Music: Assistant Professor of Horn/Theory (pending funding). Nine month, tenure track position beginning Fall 1992. Teaching includes studio horn, horn methods, horn ensemble, and undergraduate core theory. Supervision of graduate assistants teaching non-major theory. Master's degree required, doctorate preferred. Documented evidence of successful college teaching, outstanding musicianship and musical performance, professional activity, and strong recruiting ability. Minimum salary is $24,000 and competitive. Send letter of application, vita, three letters of recommendation, and supporting material by February 15 to: Chair, Horn/Theory Search Committee, School of Music, Ohio University, Athens, Ohio 45701. AA/EOE.

Music: Voice. Associate Professor of Voice, Soprano (pending funding). Nine month, tenure track position beginning Fall 1992. Teaching includes studio voice, diction, repertoire, and class voice. Possible chair of voice division. Doctorate preferred. Documented evidence of successful college teaching, outstanding musicianship and musical accomplishment, professional activity, and strong recruiting ability. Minimum salary is $30,000 and competitive. Send letter of application, vita, three letters of recommendation, and supporting material by February 15 to: Chair, Voice Search Committee, School of Music, Ohio University, Athens, Ohio 45701. AA/EOE.

Music: Duties: Teach applied piano and piano literature at undergraduate/graduate levels; maintain active performance schedule; recruit piano majors. Responsibilities may include one undergraduate music history course. Qualifications: advanced degree in piano or equivalent in professional experience; success as teacher and as solo and chamber music performer. Rank: Assistant Professor. Tenure track position. Salary commensurate with rank/experience. Send letter of application, résumé, and 3 letters of recommendation to: Fay Adams, Chairman, Piano Search Committee, 1741 Volunteer Boulevard, University of Tennessee, Knoxville, Tennessee 37996-2600. Application deadline: January 31, 1992. UTK is an EEO/AA/Title IX/Section 504 Employer.

Music: Position: Director of Choral Activities. Description: (1) Direct choral ensembles; (2) teach undergraduate and graduate choral conducting and methods courses; (3) coordinate festivals, workshops and seminars; (4) if necessary, additional responsibilities dependent upon qualifications/expertise. Qualifications: (1) Master's degree required, doctorate preferred; (2) college and/or secondary school choral music teaching experience; (3) documented evidence of ability as choral ensemble director and record of excellence in leadership of choral programs; (4) commitment to a comprehensive choral/vocal program. Rank and Salary: Assistant/Associate Professor. Salary commensurate with rank and experience. Position available: August, 1992. Screening of materials will begin February 15, 1992 and continue until the position is filled. Department of Music: The Department of Music has been an institutional member of the National Association of Schools of Music since 1936. Twenty full-time faculty serve approximately 170 undergraduate and graduate music students in four degree programs: Bachelor of Music Education, Bachelor of Music in Performance, Bachelor of Arts in Music and the Master of Music Education degrees. Murray State University: The University, located in west Kentucky, is a state-supported regional institution with approximately 8,300 students and 350 faculty members. The University has more than thirty-five nationally accredited programs and is located in the city of Murray which has a population of 19,000. Applications: Interested persons should apply to: Search Committee, Director of Choral Activities, Department of Music, Price Doyle Fine Arts Center, Murray State University, Murray, Kentucky 42071. Applications should include: (1) letter of application, (2) résumé, (3) official transcripts, (4) three current letters of recommendation, (5) names, addresses and telephone numbers of three additional references, and (6) supportive materials of the applicant's choice. Do not send tapes until requested. Murray State University is an Affirmative Action, Equal Opportunity Employer.

Director of University Writing Program

ST. LAWRENCE UNIVERSITY

Tenure-track position for assistant or associate professor to direct the University Writing Program. We seek persons especially interested in working at a liberal arts college with recognized, innovative programs in basic composition and creative writing and a strong commitment to improving writing instruction across the curriculum. Appointment will be in the Division of University Programs and an appropriate academic department. Responsibility primarily for developing writing instruction in team-taught, interdisciplinary program taken by all first-year students, directing peer-tutor Writing Center, and fostering initiatives to improve writing instruction across the curriculum. Successful candidate must demonstrate scholarly expertise in field of rhetoric and composition, ability to communicate effectively with colleagues in various disciplines about writing instruction, and effectiveness as a writer and teacher of writing. A Ph.D. in rhetoric and composition or related field and at least three years' experience as a teacher of writing and writing program administrator, or equivalent background and experience, is strongly preferred. Application review will commence March 15, 1992. Please direct all communication to:

Dr. Bruce Weiner, Co-Chair
Writing Program Director Search Committee
Richardson Hall
St. Lawrence University
Canton, NY 13617
315/379-5125

St. Lawrence University is committed to fostering multicultural diversity in its faculty, staff, student body and programs of instruction. As an Equal Opportunity, Affirmative Action employer, we specifically encourage applications from women, minorities and persons with disabilities.

DIRECTOR OF CORPORATE RELATIONS

Office for Institutional Advancement

The University of Maryland at Baltimore

The University of Maryland at Baltimore (UMAB), established in 1807, is the "founding institution" and principal professional center of the University of Maryland System. The campus is located on 32 acres near Baltimore's Inner Harbor and includes six professional schools: medicine, dentistry, law, nursing, pharmacy, and social work—an interdisciplinary graduate school and a major medical center which includes the RA Cowley Shock Trauma Center. The University, with an enrollment of 4,683 and a full-time faculty of 1,049 offers programs at the bachelor's, master's, specialist, and doctoral levels.

The Director of Corporate Relations will report to the Director of Development for UMAB and will be responsible for raising private funds from the corporate sector. This entails identifying, cultivating, and participating in the solicitation of corporations capable of providing major support to the University. The Director of Corporate Relations will also assist the school and campus in developing volunteer structures.

Candidates must possess a bachelor's degree, have minimally five years of working experience with one to three years of experience in major gift fund raising as well as a proven track record in securing corporate gifts. Must possess excellent writing, organizational, and interpersonal skills and be able to represent UMAB to the public.

For full consideration, interested candidates are asked to submit a letter of application and résumé including references by February 3, 1992 to: John Dent, Employment Representative, Office of Human Resources Management, University of Maryland at Baltimore, 737 W. Lombard Street, Baltimore, Maryland 21201-1041. AA/EOE.

DIRECTOR OF THE RANKIN CENTER

(Reopened)

Ferris State University, Student Affairs Office, is accepting applications from qualified candidates for the position of Director of the Rankin Center.

QUALIFICATIONS: Minimum of a Bachelor's Degree with Master's strongly preferred. This person should be familiar with how a student union functions and should be able to provide evidence of their having worked with students and the campus community. This person should have strong interpersonal skills and a solid understanding of students' developmental needs. It is also necessary to have the ability to provide guidance and support to students in the development of programs and activities within the guidelines of the University's procedures. It is critical that the individual be able to relate effectively with a number of different constituents in addition to students. Please send a résumé and three letters of reference by February 21, 1992 to:

Mr. Robert E. Kern
Assistant V.P. for Student Affairs
Ferris State University, Rankin Center 301
Big Rapids, Michigan 49307

Ferris State University is an Equal Opportunity, Affirmative Action Employer

ASSISTANT DIRECTOR OF RESIDENCE LIFE

(Anticipated opening beginning June 1992)

Rutgers University Campus at Newark seeks an Assistant Director of Residence Life beginning Summer 1992. We seek a strong student development professional capable of creating a coherent multi-cultural community in a recently constructed residence on this urban campus. This team member will be responsible for coordinating the undergraduate residence (348 students), including counseling, staff development, discipline, facilities management and administration, hall government advisement, etc. In addition, she/he will work on campus-wide projects and programs as a member of the Dean of Students staff and co-direct use of the undergraduate facility for summer conferences and special programs.

The professional we seek must be dedicated to his/her personal and professional growth and be willing to constructively challenge and be challenged within our department.

Successful candidate should possess a master's degree in counseling and/or student personnel (or related field) and have 1-3 years' live-in experience. Previous experience in a multi-cultural environment and/or at an urban institution preferred.

Salary is competitive and fringes generous for this 12-month live-in position. We will schedule interviews in advance of the ACPA Conference.

Apply with vitae and references before February 21, 1992 to: Assistant Director of Residence Life Search Committee, c/o Mrs. Carmen McCoy, Director of Residence Life, 91 Bleeker Street, Rutgers University, University Heights, Newark, NJ 07102. Rutgers University is an AA/EOE

THE STATE UNIVERSITY OF NEW JERSEY
RUTGERS
Campus of Newark

DIRECTOR OF CAMPUS ACTIVITIES

Bradford College seeks an experienced Director of Campus Activities to plan, coordinate, and implement a comprehensive student activities program. The Director is responsible for social, multicultural, educational, and recreational activities and programs, student orientation, leadership training, advising student government and assisting more than 25 clubs and organizations.

Desired qualifications include strong administrative, interpersonal, and organizational skills, collegiate campus activities experience, a Master's degree in student affairs or related field of study (preferred), proven student development skills, and a demonstrated commitment to extending liberal arts education outside the classroom.

Bradford is an independent, coeducational, residential, liberal arts college of 600 students located 30 miles northeast of Boston, Massachusetts.

Salary is competitive and includes a comprehensive benefits package. Review of applications will continue until position is filled. Please send letter of application, résumé, and 3 letters of recommendation to Ms. Kathy Haugh, Secretary to the Search Committee, Bradford College, 320 South Main Street, Bradford, MA 01835.

An equal opportunity employer actively seeking qualified minority applicants.

EMORY UNIVERSITY
Division of Educational Studies
Director, Educational Policy Studies

Emory University, Division of Educational Studies, invites applications and nominations to fill a position at the rank of Full Professor with tenure to serve as Director of the Division and to pursue teaching and research in Educational Policy Studies. The chief responsibility of the position is to lead a small but productive educational program in a private university as it seeks to play a major role in educational innovation, with special emphasis on the needs of diverse student populations. In pursuit of this aim, the faculty of the Division is committed to the training of a cadre of reflective classroom teachers, educational leaders, and educational researchers. In addition to providing creative leadership for the Division, the person occupying the position of Director will be expected to teach courses and guide research in the field of Educational Policy Studies, as part of a selective doctoral training program. Qualifications for the position include: (1) administrative experience at a higher education, (2) a promising track record in sponsoring grant support; and (3) evidence of teaching and scholarship in the field of Educational Policy Studies, or in related fields, such as the political, economic, sociological, philosophical, or legal aspects of education. Salary competitive. Starting 1992 Fall Semester. Application must include a complete curriculum vitae, selected preprints and reprints of scholarly publications, and the names of three persons who have agreed to supply letters of reference. Preprints and reprints will not be returned. To insure consideration, applications *and three letters of reference* should be submitted no later than *February 15* to

Professor Charles Strickland
Chair, Director Search Committee
Division of Educational Studies
Emory University
Atlanta, GA 30322

Emory University is an Equal Opportunity, Affirmative Action Employer

THE UNIVERSITY OF TEXAS AT ARLINGTON
Director of Personnel

The University of Texas at Arlington invites applications for the position of Director of Personnel. The University is located in the heart of the Dallas-Fort Worth Metroplex, with a student enrollment in excess of 25,000 and approximately 3,400 employees.

The position requires extensive human resource management experience in progressively responsible management positions. Demonstrated successful experience and/or knowledge in each of the following areas: recruitment and employment; employee relations; compensation and classification; personnel records; training and development, benefits; and employee assistance services. Demonstrated analytical ability, oral/written communication skills, program planning experience, and leadership ability.

A Bachelor's Degree in Human Resource Management, Business Administration or related area is required. A Master's Degree is strongly preferred.

To receive full consideration, credentials, including a letter of interest, résumé, salary history, and names of three references should be received by February 21, 1992. Submit to: Vice President for Business Affairs, UT-Arlington, P. O. Box 19119, Arlington, TX 76019

Director of Development
(SEARCH REOPENED)

Small church-related college in Southeast within 45 minutes of major metropolitan area. Minimum 5 years' experience in fund raising (candidates with college or university experience will be given preference). Reports to V.P. Development. Primary duty, Annual Fund. Must be able to articulately represent the College to various constituencies and be able to deal directly with Trustees and key volunteers. Must be computer literate (preference given to candidates with experience in setting up and/or supervising computer record-keeping functions). Bachelor's degree required, with preference given to candidates with advanced degree(s). Salary commensurate with experience and qualifications. Send résumé, three references, and salary history/requirement (preferred salary will be given to replies received by February 5, 1992) to Box 19-100c, The Chronicle of Higher Education.

NORTHWESTNET
Seattle

Director of User Services

NorthWestNet, a regional, NSF-sponsored, communications network focusing on the computing and communications needs of the research and education community, is seeking applicants for the position of Director of User Services. This position will be responsible for the design, implementation, operation, and management of comprehensive information services and user services program developed collaboratively among members in a 6 state region. Specific projects include, but are not limited to, Internet training programs, directory services, and on-line document storage and retrieval.

NorthWestNet solicits applications from individuals with a demonstrated ability to manage large, multi-disciplinary projects involving a varied constituency. A successful history of document and training program development is also desired. Women and minorities are encouraged to apply.

Your correspondence, including a letter of application, curriculum vitae, and a list of three references, should be sent to Dan L. Jorde, Search Committee Chair, NorthWestNet, 15400 SE 30th Place, Suite 202, Bellevue, WA 98007. Review of applications will commence Feb. 15, 1992, and will continue until the position is filled.

STAFF PSYCHOLOGIST SPECIALIST

The University of Oregon seeks candidates for a Staff Psychologist Specialist position, a twelve month fixed term renewable academic position with rank of Assistant Professor. Pension begins September 1, 1992. Duties include providing intake assignments and individual/group counseling and psychotherapy within a brief therapy framework. This position will also develop, implement and evaluate structured program groups, workshops and outreach presentations with a wide variety of student groups and university departments. Specialization in lesbian, bisexual, and diverse cultural concerns required. This position also supervises doctoral interns in an APA accredited internship program. Doctorate in counseling or clinical psychology and licensed or license eligible in Oregon. Salary commensurate with experience. To apply, send cover letter, résumé, and three letters of reference by March 15, 1992 to:

Wenon H. Morrill, Ph.D., Director
University Counseling Center
University of Oregon
Eugene, Oregon 97403

The University of Oregon is an Equal Opportunity, Affirmative Action institution committed to cultural diversity.

DIRECTOR OF NURSING

Director for NLN accredited Associate Degree program in Nursing. Doctorate in Nursing and/or related field preferred. Master's degree in Nursing and current R.N. licensure in Louisiana is eligibility for consideration required. Teaching experience in higher education and/or academic administration preferred. Appointment effective July 1, 1992. Salary commensurate with education and experience. Send letter of application, résumé, official transcripts, and three letters of reference to:

Dr. Robert Cavanaugh
Vice-Chancellor for Academic Affairs
Louisiana State University at Alexandria
8100 Highway 71 South
Alexandria, LA 71302-0653

Deadline for receipt of applications is April 1, 1992, or until a suitable applicant is found. Louisiana State University at Alexandria is an Affirmative Action, Equal Opportunity Employer.

Murray State University invites applications for an Assistant Professor of Violin as part of its Minority Scholarship Program. Persons of African, Hispanic, Asian and native American descent are especially encouraged to apply for this tenure track position, available in September, 1992. The University is actively seeking faculty who will match its cultural and ethnic diversity. Master's degree required; doctorate preferred. Demonstrated success as a teacher of violin in studio and laboratory settings. Demonstrated success as a violin performer in solo, chamber, and orchestral settings. Ability and enthusiasm to teach in secondary setting in a classroom setting. Enthusiasm for and demonstrated ability in recruitment of students. Send letter of application, curriculum vitae, at least three current references, transcripts of all college/university study, and supporting materials including performance tape to solo and chamber literature to: Personnel Office, Violin Search Committee, Pacific Lutheran University, Tacoma, Washington 98447. Phone inquiries: Department of Music, (206) 535-7601. Review of files will begin on February 1, 1992. EOE.

Murray State University invites applications for a full-time faculty position in the area of Trombone. Qualifications include doctorate in an appropriate discipline; experience in college teaching preferred; a liberal arts general education context; experience in the administration and direction of a choir. Duties include: teaching trombone, conducting the College of St. Francis Jazz Lab Band, other duties as assigned in the fine arts and sciences as well as to enhance, non-professional and career programs in both the undergraduate and graduate levels. CSF is located 35 miles southwest of Chicago. CSF is an Equal Opportunity, Employer and encourages the applications of qualified women and minorities. Salary and benefits are competitive. Send letter of application, résumé, concert programs, sample artist/teacher, three letter of recommendation, list of other references, and other materials which document the applicant's career to Mr. Joseph Corcoran, Music Search Committee, College of St. Francis, 500 Wilcox Street, Joliet, Illinois 60435. Review of applications will begin February 15, 1992, and will continue until the position is filled.

Music Faculty (Music History, Ohio University. School of Comparative Arts, Assistant or Associate Professor level. Nine-month tenure track position beginning September 1, 1992. Teaching includes graduate music history, period studies, undergraduate introductory fine arts courses, graduate seminars in Comparative Arts. Ph.D. in music history, college teaching experience required. Salary negotiable. Application deadline March 1, 1992. Send letter of application, three letters of reference to: James Stewart, Associate Dean, College of Fine Arts, Ohio University, Jennings House, Athens, Ohio 45701. EO/AA. Women and minorities encouraged to apply.

Music Conductor—Peoria Symphony Orchestra. Artist/Teacher—Bradley University. Bradley University and the Peoria Symphony Orchestra seek a violinist to fill a dual appointment. This joint association will include performances and teaching assignments as well as representing these promotion organizations to the public. Specifically, the appointee would serve as concertmaster for the Peoria Symphony Orchestra and hold the rank of lecturer at Bradley University. Qualifications must include a demonstrated record of performance and teaching excellence. The candidate must have experience in orchestral, chamber, and solo performance along with significant teaching experience at the university level. A master's degree or commensurate credentials is required. The appointment is for August 17, 1992. Salary is competitive. A letter of application and credentials should be accompanied by a résumé, cassette tape of recent performance, and at least three letters of recommendation with addresses and telephone numbers. Materials must be received by February 21, 1992 to be given priority consideration. The position will remain open until filled. Send applications to: David Vinnan, Search Committee, Constance Hall, Bradley University, Peoria, Illinois 61625. Bradley is an Equal Opportunity, Affirmative Action Employer. Minorities and women are encouraged to apply.

Marlboro The Department of Fine Arts at the College of St. Francis invites applications for a full-time faculty position in Theatre as Assistant Professor level beginning August 1992. Teaching includes introduction to music for general education, for a teaching minor in the elementary education program, and for a music minor program. Other duties include the direction and administration of a chorus for secular/religious music and collaboration with the full time art faculty at the college. Qualifications include doctorate in an appropriate discipline; experience in college teaching preferred; in a liberal arts general education context; experience in the administration and direction of a chorus. The College of St. Francis is a Catholic liberal arts college affiliated with the Franciscan Sisters and sciences as well as professional, non-professional and career programs in both the undergraduate and graduate levels. CSF is located 35 miles southwest of Chicago. CSF is an Equal Opportunity, Employer and encourages the applications of qualified women and minorities. Salary and benefits are competitive. Send letter of application, résumé, concert programs, sample artist/teacher, three letters of recommendation, list of other references, and other materials which document the applicant's career to Mr. Joseph Corcoran, Music Search Committee, College of St. Francis, 500 Wilcox Street, Joliet, Illinois 60435. Review of applications will begin February 15, 1992, and will continue until the position is filled.

San Jose State University
University Housing Services
Assistant Director for Residential Life

(Student Service Professional III, 12 month, $34,000)
Position Reference Number: PO 91035

Responsibilities: Assists the Associate Director in all aspects of Residential Life; judicial systems, programming, leadership development, staff selection and training, summer conference housing, student government, etc.

Qualifications: Master's degree in student personnel or related field plus three years' progressive full time student services experience preferred. Sensitivity toward and experience in working with ethnically diverse groups is beneficial. Strong administrative and programming skills, leadership and supervision abilities.

Further Information: For comprehensive job description and SJSU application, contact Joan Marie Scott at 408-924-6160.

Applications: Must be postmarked by January 31, 1992. For consideration, forward SJSU application (required), cover letter, résumé and reference list to:

Human Resources Office
San Jose State University
One Washington Square
San Jose, CA 95192-0046

Wet

Associate Director, National Project WET. For the Westar Watercourse regional water education program, to facilitate development of National Project WET (Water Education for Teachers) youth water education branch. Responsible for leading Project WET materials development process including writing sessions. Will establish nationwide network of state WET programs and serve as office liaison with other water resource education projects. Motivated person with excellent writing and communication skills must hold B.S. in education, natural resources, or related field; MS, MA, or Ph.d preferred with emphasis in curriculum design. Candidate must demonstrate experience in teaching, environmental education program administration, budget management, and superior oral and written presentation. Salary: $40,000 - $45,000 per year. Contact Dennis Nelson, Director, The Western Watercourse, 335 Culbertson Hall, Montana State University, Bozeman, Montana 59717, for application materials and position announcement, or call (406) 994-5392. Application deadline, February 15, 1992.

MOUNT IDA COLLEGE
School of Business
Director of Hotel Administration Program

Mount Ida College or Suburban Boston seeks a full-time director for proposed B.S. Program in Hotel Administration, with anticipated couple international date of fall 1992 A Ph.D. in Hotel Administration, Economics or in an appropriate related field plus experience in the hotel industry are required.

Responsibilities include teaching, supervision of all facets of the academic operation of the program, management and oversight of the curriculum, recruitment of faculty, supervision and evaluation of faculty and staff, program development of the program's budget and support of administrative efforts to promote the program.

Send letter of application, résumé, and three letters of recommendation to Academic Offices, Mount Ida College, 777 Dedham Street, Newton Center, MA 02159. Review of applications begins January 27, 1992. No telephone calls please.

UNIVERSITY OF NORTH TEXAS
DEAN
COLLEGE OF ARTS AND SCIENCES

The University of North Texas is conducting a search to fill the position of Dean of the College of Arts and Sciences.

The Dean is the chief academic and administrative officer of the College and reports to the Provost and Vice President for Academic Affairs. Applicants or nominees for this position should have an outstanding, scholarly record appropriate for appointment at the rank of Professor in one of the departments in the College. Candidates should have a national or international reputation and the vision and creative ability to take advantage of opportunities available in local, national and international arenas. Candidates should have strong, interpersonal and communication skills, the ability to represent the College within the University and the public/private community as well as to outside agencies and the general public. Prior administrative experience is required. Salary is nationally competitive.

The College of Arts and Sciences has approximately 10,000 students (the largest enrollment of any graduate student) enrolled in 20 departments. Degrees offered include BA, BS, MA, MS, and Ph.D.

The University of North Texas is an emerging national research institution in the vibrant and rapidly expanding Dallas-Fort Worth metroplex (fifth largest in the nation). Over 27,000 students, one-third of whom are graduate students enrolled. The University offers 128 undergraduate and graduate majors and concentrations.

Review of applications will begin February 20, 1992. The search will continue until the position is filled. Each applicant should submit a personal cover letter and the names and addresses of five references. Applications and nominations should be addressed to:

Chair, Search Committee for the Dean of
the College of Arts and Sciences
University of North Texas
P. O. Box 13797
Denton, Texas 76203

The University of North Texas is an equal opportunity, affirmative action employer. Women and minorities are encouraged to apply.

DEAN
COLLEGE OF BIOLOGICAL, MATHEMATICAL, AND PHYSICAL SCIENCES
UNIVERSITY OF SOUTHWESTERN LOUISIANA
Lafayette, Louisiana

The University of Southwestern Louisiana invites applications for the position of Dean of the College of Biological, Mathematical, and Physical Sciences. The Dean is the chief administrative officer of the College, which enrolls 3,100 undergraduate and 295 graduate students, and has 123 faculty members. The College of Sciences consists of seven departments: Biology (M.S., Ph.D.); Chemistry (M.S.); Computer Science (M.S.; Ph.D.); Mathematics (M.S., Ph.D.); Medical Record Administration; Physics (M.S.; and Statistics (M.S., Ph.D.)

The University of Southwestern Louisiana is one of nine publicly supported universities governed by the Louisiana State Board of Trustees. The College of Sciences is one of eight degree granting colleges in the University. The University has an enrollment of approximately 16,200 students with a faculty of 600, and offers 89 baccalaureate degree programs. USL is located in Lafayette, Louisiana, a city with a population of approximately 92,000 people. Lafayette is near the Gulf Coast, or 140 between New Orleans and Houston, and serves as the cultural center of Cajun Louisiana.

The Dean of the College of Sciences is expected to provide leadership within the College, to represent the College outside the University at the local and state levels, and to provide a leadership role in appropriate national forums. Candidates should have an appropriate earned doctorate, and established record of excellence in undergraduate and graduate teaching and research, and show evidence of successful administrative experience at the department head level or above. It is desirable for the applicant to have strong communication skills, and experience on both recruiting and fund raising.

For initial consideration, an application, vita, three current letters of recommendation, and any supporting materials must be received by February 28, 1992. The person selected should be able to assume the position on July 1, 1992, however, the date of appointment could be adjusted dependent upon prior commitments. All applications should be sent to:

The Q S-N Committee, College of Sciences
The University of Southwestern Louisiana
P O Box 41010
Lafayette, Louisiana 70504-1010

USL is an Equal Opportunity, Affirmative Action Employer

Academic Dean and Professor

NEW BRUNSWICK THEOLOGICAL SEMINARY invites applications for a new member of the teaching faculty who will serve as Academic Dean. Teaching specialty in Christian Education or Ethics is preferred.

As Academic Dean, this person will lead the faculty in program design and oversight, faculty development, strategic planning and administration. As a teacher, this person will have responsibility for the fundamental courses in his or her field.

Qualifications include normative vision in theological education, an ability to provide leadership in an ecumenical and multi-racial community of faith and learning, and unblemished ministry in a church of the Reformed tradition. An earned doctorate, substantial experience and recognized excellence in teaching and scholarship, and proven administrative expertise are also required.

NBTS is an institution of the Reformed Church in America preparing men and women for ministry in twenty-four denominations.

Applications deadline: March 1, 1992. To submit application with résumé or obtain a job description, write:

President Robert A. White
New Brunswick Theological Seminary
17 Seminary Place
New Brunswick, NJ 08901-1107
(908) 247-5241
FAX (908) 249-5412

EEO/AA

AUBURN UNIVERSITY
Dean, College of Liberal Arts

Nominations and applications are invited as the search for the position of Dean of the College of Liberal Arts at Auburn University, a land-grant university of 21,500 students. The College consists of the departments of Communication Disorders; English; Foreign Languages, Geography; History, Journalism; Philosophy; Political Science, Psychology, Religion, Sociology, Anthropology and Social Work; Communication, and the School of Fine Arts with departments of Art, Music, and Theatre. The College has a faculty of approximately 500; it enrolls 2,100 undergraduate majors and 375 graduate students in 23 MA, MS, and Specialist/Professional programs, and doctoral programs in English, History, Psychology and Public Administration.

The faculty is committed to excellence in teaching and research. Increasing attention is being to be placed on bringing strong interpersonal skills to promote creative leadership in the developing and strengthening of the programs in the College. The Dean must possess an earned terminal degree in one of the fields of the College. The Dean is the chief academic and administrative officer of the College and reports directly to the Vice President for Academic Affairs.

QUALIFICATIONS DESIRED

- Record of excellence in teaching and research in a university
- Successful academic administrative experience
- Experience in developing extramural resources
- Commitment to faculty participation in university governance
- Commitment to Affirmative Action and equal opportunity employment

The salary and starting date are negotiable. Applications or nominations should be submitted to:

Dr. Richard Burdet
Chair, Search Committee
3084 Haley Center
Auburn University, AL 36849-5218

Applications should include a letter of interest addressing special qualifications and a résumé, plus a list of five current references. The Committee will begin its review of applications February 1, 1992 and will continue until position is filled.

AUBURN UNIVERSITY IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

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THE EQUIPMENT you're no longer using on your campus may be just the thing that business managers or faculty members at other institutions are looking for. Let them know about your surplus material: Use The Chronicle's Bulletin Board pages to get the word out among our more than 400,000 readers at over 3,500 colleges, universities, and other organizations.

They're sure to see your listing. A recent survey found that almost 9 out of 10 of our subscribers look at the Bulletin Board regularly. And our "For Sale" section will always start on the first Bulletin Board page.

The Chronicle's Bulletin Board is

THE ACADEMIC MARKETPLACE

. . . and not just for jobs.

Dean, School of Arts & Sciences

Bridgewater State College seeks applications and nominations for the position of founding dean of the newly formed School of Arts & Sciences. Reporting to the Dean are the Departments of Art, Biological Sciences, Chemical Sciences, Earth Sciences & Geography, Economics, English, Foreign Languages, History, Management Science & Aviation Science, Mathematics & Computer Science, Music, Philosophy & Religious Studies, Physics, Political Science, Psychology, Social Work, Sociology & Anthropology, and Speech Communication, Theatre Arts & Communication Disorders. The Dean, who reports to the Vice President for Academic Affairs, will play a critical leadership role in developing and assessing the curriculum, hiring faculty, budgeting, and program planning. The Dean will also have significant coordinating functions with the College's new $10 million Center for Technological Applications. The Center is dedicated to improving K-12 and collegiate teaching, especially in mathematics and science, through the applications of computing and communications technologies.

The successful candidate should have a terminal degree (Ph D.) in one of the disciplines of the school, a strong sustained record of research and publication, a strong record of activity with appropriate professional organizations, extensive experience as a faculty member in an arts and sciences department, a record that indicates increasing levels of administrative responsibility appropriate to a school dean, and familiarity with recent developments in higher education curriculum. The successful candidate will exhibit personal qualities such as integrity, good judgement, creativity and a sense of humor that will allow him/her to work collegially with a wide range of constituencies including other administrators, faculty, school district personnel, and students

Bridgewater State College is ideally situated in a small New England community close to Boston and Cape Cod. The College has a 150-year tradition in educating teachers. Approximately 38 percent of all current students (undergraduate and graduate) are majoring in education-related programs. The College offers Bachelor's and Master's degrees in a variety of educational disciplines, as well as the Certificate of Advanced Graduate Study

SALARY: Competitive.

DEADLINE FOR A COMPLETE APPLICATION FILE: Open and continuing, but not later than March 1, 1992. (Letter of application, curriculum vita, and names, addresses and telephone numbers of four references should be submitted for a complete file.)

ADDRESS ALL INQUIRIES TO: Chairperson, Dean of Arts and Sciences Search Committee, Office of Human Resources, Boyden Hall, Bridgewater State College, Bridgewater, MA 02325

An equal opportunity/affirmative action employer

ISO BRIDGEWATER

Bridgewater
STATE COLLEGE

DIRECTOR OF FACILITIES PLANNING AND SPACE UTILIZATION

Georgia Southern University, a unit of the University System of Georgia, invites applications for the position of Director of Facilities Planning and Space Utilization. The director is responsible for the management of the Division of Facilities Planning and Space Utilization and reports to the Vice President for Business and Finance. The Division of Facilities Planning and Space Utilization is responsible for coordinating and planning new construction and major renovation projects, providing in-house technical and design support, contracting with external support providers, compiling and interpreting space utilization data, and maintaining the campus facilities master plan. Close interface with the Division of Physical Plant is required. The staff consists of an architect, a landscape architect, an architectural designer, and interior designer, a facilities analyst, and a senior secretary. Minimum educational qualifications include a bachelor's degree and, preferably, a master's degree in engineering, engineering technology, construction management, architecture or related areas that clearly address the skill and knowledge required in the position. Additionally, qualified applicants must have a work record that reflects considerable experience in campus or urban planning (or comparable areas) and is indicative of managerial competency. Salary and benefits are competitive and will be commensurate with qualifications. Application deadline: February 28, 1992. Date available: July 1, 1992. Submit cover letter, résumé, and list of three professional references to: Personnel Services, c/o Director of Facilities Planning, Georgia Southern University, Landrum Box B104, Statesboro, GA 30460-8104. Georgia is an open records state. A/AEOI.

Music Education: Mansfield University of Pennsylvania seeks to fill a full-time, tenure-track faculty position in Music Education (Music Education Coordinator). General Music Specialist. Position requires a Doctorate in Music Education (ABD considered) and commitment to excellence in music and music education (Doctoral necessary for obtain tenure). Also required are evidence of outstanding public school experience, knowledge of Orff, Kodaly, Dalcroze, and computer assisted instruction. The successful candidate will teach music education courses to music and non-music majors at undergraduate and graduate levels; supervise student teachers; assist in the two-week summer music camp; and maintain MU as a center for music education through workshops and clinics. Rank at appointment, and salary, are dependent on qualifications but include a letter of intent, transcripts of undergraduate/graduate study, and three (3) current (1991-1992) letters of recommendation for comparable placement file(s). A video tape of recent teaching experience, college and/or public school classes desirable. Tape of major performance area desirable. All materials must be submitted to Position P-177, (Name Required) Department, U-1 Alumni Hall, Mansfield University, Mansfield, Pennsylvania 16933 by March 15, 1992. Please refer to Position P-177. Mansfield University is an Affirmative Action Employer and encourages the applications of women, minorities, and the handicapped.

Music Education: Full-time, tenure track position, beginning August, 1992, teaching undergraduate Music Education to music and education majors, supervision of student teachers and teaching an English applied area. Qualifications required: doctorate, some public school teaching experience, participation in a balanced program of teaching, service, and research. Rank and salary commensurate with qualifications. Send letter of application, vita, transcripts, and three letters of reference to: Robert L. Rogers, Department of Music, Pembroke State University, Pembroke, North Carolina 28372. Reference Position Music who apply by February 17, 1992. AA/EEOE.

Music Education: Full Semester, 1992 (contingent upon funding). Courses in Methods of teaching Music (K-12), Foundations of Music, World Music Cultures, and Advanced Music Instruction in State and/or voice. Earned doctorate and successful public school teaching experience required; with college/university level teaching experience and current performance capabilities in fine and/or voice preferred. Appropriate terminal degree required for tenure track. For more information call (406) 657-2278. Screening of applications to begin February 14, 1992 and will continue until position is filled. Candidates should send a letter of application, transcripts, vita, and three (3) letters of recommendation to Chair, Search Committee, Department of Music, Montana State University, Billings, Montana 59101-0298; (406) 657-2278. EEO/AA.

Music Education: Mansfield University of Pennsylvania seeks to fill a full-time, tenure-track faculty position in Music Education (Music Education Coordinator). General Music Specialist. Position requires a Doctorate in Music Education (ABD considered) and commitment to excellence in music and music education (Doctoral necessary for obtain tenure). Also required are evidence of outstanding public school experience, knowledge of Orff, Kodaly, Dalcroze, and computer assisted instruction. The successful candidate will teach music education courses to music and non-music majors at undergraduate and graduate levels; supervise student teachers; assist in the two-week summer music camp; and maintain MU as a center for music education through workshops and clinics. Rank at appointment, and salary, are dependent on qualifications but include a letter of intent, transcripts of undergraduate/graduate study, and three (3) current (1991-1992) letters of recommendation for comparable placement file(s). A video tape of recent teaching experience, college and/or public school classes desirable. Tape of major performance area desirable. All materials must be submitted to Position P-177, (Name Required) Department, U-1 Alumni Hall, Mansfield University, Mansfield, Pennsylvania 16933 by March 15, 1992. Please refer to Position P-177. Mansfield University is an Affirmative Action Employer and encourages the applications of women, minorities, and the handicapped.

ASSOCIATE DEAN OF STUDENT ACADEMIC SERVICES

The Colleges of Arts and Sciences at the University of Hawaii at Manoa invite applications and nominations for the position of Associate Dean for the Office of Student Academic Service. We are seeking an individual who is skilled in leadership and will develop innovative and dynamic approaches to academic advising and counseling.

Arts and Sciences is comprised of four colleges—College of Arts and Humanities, College of Languages, Linguistics, and Literature, College of Natural Sciences, and College of Social Sciences—and occupies a central focus in the overall academic mission of the University of Hawaii. The Office of Student Academic Services plays an important role in this mission, being responsible for academic advising and academic counseling of all Arts and Sciences students and all undeclared and pre-professional students.

The Associate Dean serves as the chief administrator of the Office of Student Academic Services and oversees its daily operations by providing basic academic and student services to approximately 10,000 students. These include a variety of responsibilities such as supervising a staff of advisors and clerical staff, administering academic policies, maintaining academic records, etc. The Associate Dean is also involved in directing a number of special programs, including peer counseling and outreach services to high school students.

The Associate Dean is expected to approach academic advising and counseling as an integral part of the student's overall educational experience and will help develop and implement programs to enhance student academic and personal growth. This requires sensitivity to the needs of a multi-ethnic student body and a diverse faculty and staff.

Duties Responsible for interpreting and implementing all applicable academic policies and procedures; develop new and/or improve approaches to academic advising and counseling; handle student appeals; responsible for all personnel matters related to operation of the unit; administer the fiscal affairs of the office; serve on appropriate college, campus and external committees; manage special programs, including federally-funded ones; other duties as assigned.

Minimum Qualifications Terminal degree in a discipline associated with the Arts and Sciences or a doctoral degree in Education, preferably in higher education, with substantial knowledge of the Arts and Sciences; demonstrated academic leadership and administrative responsibilities; experience in academic advising; ability to relate well with students.

Desirable Qualifications Evidence of successful college-level teaching and/or scholarship; work well with people in a multicultural setting.

Salary Minimum annual salary $65,500.

Effective Date July 1, 1992, or as soon thereafter as possible.

Applications and Nominations Submit letter of application, full curriculum vitae, and the names, addresses and telephone numbers of three references to: Chair, Council of Arts and Sciences Deans, Whitaker 203, 2530 The Mall, Honolulu, HI 96822. Letters of nomination should be sent to the same addressee. Telephone inquiries: (808) 956-6460; Fax: (808) 956-2191. Position No. 89095.

Closing Date: February 14, 1992.

The University of Hawaii is an Equal Opportunity, Affirmative Action Institution.

DEAN
SCHOOL OF SOCIAL WORK
The University of Texas at Austin

The University of Texas at Austin invites applications and nominations for Dean of the School of Social Work, effective September 1, 1992. The Dean is expected to provide leadership for the continued development of nationally-recognized education and research programs in social work and to guide the school in its interactions with government and with federal, state and local human service systems. The Dean is the chief administrative and academic officer of the School and is responsible to the President of the University. Candidates should be eligible for appointment at the rank of full professor (with tenure), possess an earned doctorate in social work or related discipline, and preferably a master's degree in social work and professional experience in social work, present evidence of scholarly accomplishments, have administrative experience at a significant level together with teaching experience, and possess leadership and managerial skills.

The Search Committee will begin to review applications early in 1992. The priority deadline for applications is March 15, 1992, but applications may be accepted after that date. After January 15, 1992, the Committee may request and consider credentials from candidates nominated by responsible sources. Nominations and letters of application, accompanied by a curriculum vitae and supporting materials, should be mailed to:

David M. Austin, Ph.D., Chair
Dean's Search Committee
School of Social Work
The University of Texas at Austin
Austin, Texas 78712

The University of Texas at Austin is an Affirmative Action, Equal Opportunity Employer.

Atlantic Music History Beaucoup Music History/Literature, Assistant Professor of Music, tenure track position beginning August 24, 1992. Teach, recruit beaucoup students, perform with Faculty Woodwind Quintet (6, 1/3 of both teach music history and literature). Doctorate preferred; master's degree minimum. Evidence of excellence in teaching and performance expected. Applications from members of minority groups are especially welcome. Send applications letter, three current reference letters, undergraduate and graduate transcripts (unofficial copies are satisfactory), cassette performance tape, vita, evidence of scholarly work/performance, as appropriate to: Dr. Robert L. Crowder, Chair, Department of Music, Beaucoup Music History/Literature Search, Indiana State University, Terre Haute, Indiana 47809. Application materials received after February 15, 1992 may not be considered. Indiana State University is an AA/EOE.

Music/Violin Wesleyan College, the first college in the world to grant degrees to women, is seeking an outstanding and dynamic violin teacher for a tenure-track assistant professorship. This is an exciting opportunity to direct the violin program and to integrate it into the liberal arts curriculum. Committed to becoming the premier college for women in the Southeast, Wesleyan looks for faculty members who share its commitment to the liberal arts, to the ideal of the teacher-scholar, and to its students. Major responsibilities include private and class voice, a junior choral ensemble, and performance. Qualifications: teaching, directing, and performing experience; minimum a master's degree; complete letter of application, curriculum vitae, letters of reference, and tapes by February 15 to Dr. Carole Brown, Dean of the College, Wesleyan College, 4760 Forsyth Road, Macon, Georgia 31207. Women and minority candidates are encouraged to apply. AA/EOE.

Native American Studies Fall Semester, 1992 (continues into Spring). Courses in Social Issues of the Native American, Introduction to Native American Studies, The Indian and the Law, Indian Identity and Awareness, and other selected courses mutually agreed upon. Master's Degree in Native American Studies (or related field) required, Ph.D. preferred. Background and experience working with Indian students, Indian Studies, and other education programs involving Indians and non-Indians, including multi-cultural contexts. Administrative experience required for tenure track. For more information call (406) 657-2228. Screening of applications to begin February 14, 1992 and will continue until position is filled. Submit letter of application, undergraduate/graduate transcripts, vita, and three (3) letters of recommendation to: Chair, Search #92-10 (NAS), Human Resources/EEO, 1-A Cheek, Eastern Montana College, 1500 North 30th Street, Billings, Montana 59101-0298; (406) 657-2278. EEO/AA.

Nursing: College of the Redwoods in Eureka, California, seeks Nursing Instructor, Medical Surgical Nursing. Full time tenure track position. Salary is commensurate with academic preparation and full time teaching or equivalent experience, within a starting range of $31,500-$41,900 (Range II, Step 1 to Range III, Step 8) based on certificated salary schedule. Starts in August 1992. Applicants must be eligible by August 31, 1992 and have CA Nursing Licensure. Contact with the possibility of semester and minimum of MSN in Psychiatric Mental/Child or Adult Health required. Contact: Jay Cooper, Chair, Department of Nursing, Abraham Baldwin Agricultural College, P. O. Box 52 ABAC Station, Tifton, Georgia 31794-2693. EEO/AA.

Nursing: Associate Dean and Director of Undergraduate Program. Full-time, tenure track position beginning August 1992. Responsibilities include administration of undergraduate nursing program, active leadership in maintaining innovative and excellent undergraduate curriculum, active recruitment of students, active leadership in academic and student affairs, teaching half load of Nursing and in College, advising of students, and some teaching responsibilities. 12 month appointment. Applicants must have earned doctorate in nursing or equivalent. Earned doctorate in related field, master's degree in nursing required. Evidence of scholarship and expertise in nursing. Ability to teach at undergraduate level, and administrative experience with curriculum development and evaluation. Loyola University Chicago is large private university with six schools and approximately 550 students in Nursing School of Nursing offers NLN accredited baccalaureate and master's programs and a doctoral program. Baccalaureate program has approximately 350 students and offers generic BSN, RN Completion and Accelerated BSN options. Master's program has approximately 150 students and offers specialties in Adult Health, Community Health, Nursing Administration, Nursing Education and Gerontology. Salary commensurate with education and experience. Send curriculum vitae or letter of application to: Dean's Search Committee, Loyola University Chicago, School of Nursing, 2160 S. First Ave., Maywood, IL 60153. Loyola University is an Affirmative Action/Equal Opportunity Employer.

Nursing: Instructor. Requires Master of Science in Nursing and a minimum of two years recent clinical experience. Teaching experience in an A.D.N. program is preferred. Resume must be received by April 30, 1992 at Broward Community College, Human Resources Department, 225 East Hillsboro Boulevard, Ft. Lauderdale, Florida 33301. Equal Access, Equal Opportunity Institution

Nursing: Department Head, Nursing Technology. Two positions available. Required: Master of Science in Nursing and baccalaureate degree in Nursing. Minimum of A.D.N. teaching experience. A.D.N. degree preferred. Resume must be received by April 30, 1992 at Broward Community College, Human Resources Department, 225 East Hillsboro Boulevard, Ft. Lauderdale, Florida 33301. Equal Access, Equal Opportunity Institution

Nursing: BN-to-BSN Program Director, Pembroke State University, a constituent institution of the University of North Carolina, invites applications for a full-time, tenure-track Director of a new BN-to-BSN program. Position available immediately. Doctorate preferred; Master's in Nursing required. Involves some teaching as well as administrative responsibilities. Salary competitive. Rank commensurate with qualifications. Preference given to applications received February 1, 1992. Send letter of application, resume, and three letters of professional recommendation to: Dr. Mary Sue Sealander, Vice Chancellor for Academic Affairs, Pembroke State University, Pembroke, North Carolina 28372. AA/EOE.

Nursing: Faculty positions: Baylor University School of Nursing, Fall, 1992. Dynamic NLN accredited BSN program, MS in patient care management. MSN required, doctorate preferred. Openings in all specialty areas. Academic year appointment, competitive salary and benefits. Applicants must submit layfolder, University's philosophy and commitment. Baylor University is an Affirmative Action, Equal Opportunity Employer and is under the personal direction of the Baptist General Convention of Texas. Minority candidates are encouraged to apply. Search continues until filled. Send vita to Cathy A. Hardin, Chair, Search Committee, Baylor University School of Nursing, 3700 Worth, Dallas, Texas 75246; (214) 828-7361.

Nursing Department of Nursing at Arkansas Tech University has tenure-track positions available in the BSN Program in Fort Smith and Russellville, Arkansas. In Medical-Surgical, Adult Health, Geriatrics, Family, Community, Health, and Psychiatric/Mental Health Nursing. Master's Degree in Nursing required; an earned Doctoral Degree in Nursing or related field preferred. Minority candidates encouraged. Salary and rank commensurate with education and experience. Closing deadline March 13, 1992 or until filled. Send letter of application and curriculum vitae to Dr. Audrey R. Owens, Professor and Head, Department of Nursing, Arkansas Tech University, Russellville, Arkansas 72801-2222. AA/EOE.

THE COLLEGE OF WILLIAM & MARY
School of Marine Science
Virginia Institute of Graduate Studies
DEAN OF GRADUATE STUDIES

The Virginia Institute of Marine Science at the College of William and Mary invites applications for the position of Dean of Graduate Studies in the School of Marine Science.

The Dean of Graduate Studies reports to the Dean of the School of Marine Science, and is the senior faculty member and principal academic officer for the graduate program. The Dean of Graduate Studies is responsible for developing and administering the graduate degree programs of the School of Marine Science, preparation of the academic budget, evaluation of faculty and monitoring staff within the program, and providing the necessary leadership to assure the highest standards for curriculum, teaching and student qualifications.

The successful applicant must have an understanding of and commitment to graduate education in the ocean sciences, and should possess a distinguished record of teaching and research in the field of oceanography or related field appropriate to marine science

A letter of application, curriculum vitae and the names of four references should be sent to:

Dr. L. Donalson Wright, Search Chair
School of Marine Science
Virginia Institute of Marine Science
Gloucester Point, VA 23062

Review of applications will begin on February 17, and will continue until the position is filled. To ensure full consideration, letters of application and nomination should be received by the close of business on that date. Nominations for the position are also invited. Women and minorities are especially encouraged to apply. The position will be available on July 1, 1992.

The College of William and Mary is an Affirmative Action, Equal Opportunity Employer.

VANDERBILT UNIVERSITY
Dean, Blair School of Music

Vanderbilt University invites applications and nominations for the position of Dean, Blair School of Music.

Reporting directly to the Provost, the Dean is the chief administrative officer for the school with the responsibility of fostering an environment which will advance the growth of a young program within one of the nation's premier universities. In that context the search committee seeks candidates of national stature who have demonstrated a commitment to excellence in music, broad skills in the development of material resources, qualities of leadership which will enhance the school's stature, and skills in interpersonal relations and communications. Candidates are expected to have professional credentials and qualifications equal to those normally expected for appointment as full professor.

Blair School of Music is the newest of Vanderbilt's ten schools. A degree program initiated in 1986 now enrolls 105 majors pursuing the B.Music. In addition, Blair serves the entire university with undergraduate curricula leading to the B.S. in music and minors in music and music history. The faculty consists of 30 full-time and 39 adjunct faculty.

Vanderbilt is a comprehensive university with an established reputation for excellence in teaching and research, and enrolls approximately 5000 undergraduate and 4000 graduate students.

Applications should include a letter of interest, a curriculum vitae, and the names, addresses, and telephone numbers of five references. Please send applications by January 25, 1992 to:

Christian Teal, Chair
Blair School of Music Dean Search Committee
Office of the Provost
221 Kirkland Hall
Vanderbilt University
Nashville, TN 37240
FAX No. (615) 322-7629

Vanderbilt University is an Equal Opportunity, Affirmative Action University. Qualified women and minorities are especially encouraged to apply.

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Bulletin Board
The Chronicle of Higher Education
1255 Twenty-Third Street, NW, Suite 700
Washington, D.C. 20037

Dean of the School of Education

Undergraduate State College seeks applications and nominations for the position of Dean of the newly formed School of Education. Reporting to the Dean are the departments of Elementary and Early Childhood Education, High School, Middle School and Adult Education, Movement Arts, Health Promotion, and Leisure Studies, Special Education and the Bunnell Campus School. The Dean, who reports to the Vice President for Academic Affairs, will play a critical leadership role in developing and assessing the educational curriculum, hiring faculty, budgeting, and program planning. The Dean will also have significant coordinating functions with the College's new $10 million Center for Technological Applications. The Center is dedicated to improving K-12 and collegiate teaching, especially in mathematics and science, through the applications of computing and communications technologies.

The successful candidate should have a terminal degree (Ed D or Ph D) in one of the disciplines of the school, a strong, sustained record of research and publication on K-12 issues, a strong record of activity with appropriate education professional organizations, extensive experience as a faculty member in an educational discipline, and a record that indicates increasing levels of administrative responsibility appropriate to a school Dean, familiarity with recent trends in K-12 curriculum development and governance, and extensive experience with the requirements of NCATE reaffirmation of accreditation. The successful candidate will exhibit such personal qualities as integrity, good judgment, creativity and a sense of humor that will allow him/her to work collegially with a wide range of constituencies, including other administrators, faculty, school district personnel, and students. A strong commitment to collaborative partnerships with school districts and a strong interest in developing and testing models for integrating the College and its laboratory school with the needs of the region's school districts are also necessary.

Bridgewater State College is ideally situated in a small New England community close to Boston and Cape Cod. The College has a 150-year tradition in educating teachers. Approximately 36 percent of all current students (undergraduate and graduate) are registered in education-related programs. The College offers Bachelor's and Master's degrees in a variety of educational disciplines as well as the Certificate of Advanced Graduate Study

SALARY: Competitive

DEADLINE FOR A COMPLETE APPLICATION FILE: Open and continuing, but not prior to March 1, 1992 (Letter of application, curriculum vita, and names, addresses and telephone numbers of three references should be submitted in a complete file)

ADDRESS ALL INQUIRIES TO: Professor Judith Deckins, Chairperson of the Search Committee c/o Office of Human Resources, Bridgewater State College, Bridgewater, MA 02325

Bridgewater STATE COLLEGE

AUSTIN PEAY STATE UNIVERSITY

Dean, College of Arts & Sciences, July 1, 1992

The College of Arts and Sciences houses 12 departments, two of Tennessee's Centers of Excellence, and upon eventually 150 faculty. The dean is responsible for faculty recruitment, faculty development, budgetary matters, and curriculum enhancement for the college.

Dean, College of Business, August 1, 1992

The College of Business offers the Bachelor of Business Administration with concentrations in accounting, economics, finance, marketing, and management. The dean is responsible for budget development and control, faculty recruitment and development, and progress toward AACSB accreditation as a major University program.

Austin Peay State University is a regional university of the Tennessee Board of Regents, designated as the state's liberal arts university. Located in Clarksville, a city of 75,000, the university enrolls 7,500 students on its main campus and is a center on the Fort Campbell military installation.

Applicants for either deanship are expected to present a record of university teaching, scholarship appropriate for appointment as a professor, and leadership experience at the level of department chair or equivalent governance activity. Applications will be received until appointments are made. Send nominations or letter of application with resume and identification of five references to:

Dr. John L. Butler
Austin Peay State University
APSU Box 4505
Clarksville, TN 37044

Austin Peay State University is an Equal Opportunity and Affirmative Action Employer and particularly encourages applications from women and minorities.

Bryn Mawr College, Search Committee for Assistant Dean, Nursing Half time or more. Loyola University Chicago, 6525 North Sheridan Road, Chicago, Illinois 60626; (312) 508-2361. Deadline: March 1, 1992. An Equal Opportunity Educator/Employer.

Nursing: Ludeen A. Wallace College of Nursing, Alabama State University, Jacksonville, Alabama, is located in Northeast Alabama. The University is a state-supported institution with a rapidly growing enrollment of 5,000 students. The College of Nursing offers two opportunities for the basic baccalaureate nurse student to earn the BSN degree. The College is designated by the University has over 300 students and is accredited by the National League for Nursing. Qualifications: An earned doctorate in Nursing or related field. Substantial teaching experience in nursing at undergraduate level, and administrative experience with curriculum development and evaluation. Ability to work with students, faculty, and administrative staff. Salary commensurate with education and experience. Send curriculum vitae or letter of application to: Search Committee, Ludeen A. Wallace College of Nursing, Alabama State University, Jacksonville, Alabama 36265. An EEO/AA Employer.

Corpus Christi State University
Dean of Students

Corpus Christi State University, a campus of The Texas A&M University System, is seeking a Dean of Students to assume duties August 1, 1992.

Corpus Christi State University is a growing, state-supported, upper-level institution enrolling approximately 4000 junior, senior and graduate students. The current population is largely comprised of non-traditional students who are older, employed, commuters and who do not live in same instances bilingual.

In 1994, with the admission of freshman and sophomore students, CCSU will become a four-year comprehensive university. Located on an island overlooking Corpus Christi Bay, the University serves a multicultural, South Texas metropolitan area of more than 360,000 people.

The Dean of Students, who reports directly to the Provost, is responsible for developing and implementing all programs and activities related to student services and for creating with other departments on campus a strong sense of community within the University environment. The Dean of Students has oversight responsibility for student financial assistance, career planning and placement, counseling services, health services, residential housing, intramurals, and student services. This person will play a major role in developing and expanding the student services essential for a comprehensive multicultural community.

Candidates must have an advanced degree with a background in higher education, student development and management, and must have demonstrated a proactive approach to student life issues. The candidate must be an energetic individual who is able to envision and create relevant student services for a multicultural and ethnolinguistic student body. The applicant must demonstrate exceptional communication and interpersonal skills to work with students, alumni, faculty, staff and community members, a strong legal skills, budget experience and successful experience with grants are preferred. Salary is competitive.

Nominations and letters of application will be accepted until February 28, 1992, or until a suitable candidate is found. Applicants must supply current resume, a letter of application, and names, addresses and phone numbers of five professional references. The references will not be contacted without prior approval from candidates. Required material should be submitted to:

Chris Bray
Chair, Dean of Students Search and Screen Committee
c/o Office of the Provost
Corpus Christi State University
6300 Ocean Drive, Corpus Christi, Texas 78412
(512) 994-2722
FAX No. (512) 993-4204

CORPUS CHRISTI STATE UNIVERSITY
A Campus of The Texas A&M University System

CCSU is an Equal Opportunity/Affirmative Action Employer. Minorities and women are strongly encouraged to apply.

DEAN
SCHOOL OF BUSINESS AND ECONOMICS
California State University, Los Angeles

Applications and nominations are invited for the position of Dean of the School of Business and Economics with a starting date of June 22, 1992. The Dean is the chief academic officer of the School and reports to the Provost and Vice President for Academic Affairs. The School is accredited by AACSB, composed of seven departments with a total of 5,500 majors, and offers Bachelor's degrees in Business Administration with concentrations in Business Education, in Computer Information Systems, and in Economics, and six Master's degrees. Candidates must have experience at a tenured professor level, demonstrated academic leadership ability, administrative experience at the level of professor, significant administrative experience, demonstrated commitment to affirmative action, and demonstrated scholarly activity.

Responsibilities include: creating and sustaining an environment of academic excellence; working with faculty and department chairs in formulating School policy and with the Provost and Vice President and other officers of the University in developing University-wide policy, making recommendations on appointments, tenure and promotion of faculty, administering the School budget; and assisting in public relations efforts. The Dean plays a major role in the development and enhancement of relationships with the Greater Los Angeles business community and in gaining financial support for the School.

The University has an active affirmative action program and encourages minorities, women and disabled persons to apply. The salary is commensurate with qualifications and experience. Send letters of interest, current vita and names of three references by February 3, 1992, to Chair, Search Committee, Dean, School of Business & Economics, c/o Human Resource Management, job #9963, California State University, Los Angeles, 5151 State University Drive, Los Angeles, CA 90032-8154.

An Equal Opportunity, Affirmative Action, Handicapped, Title IX Employer

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DEAN
Mackay School of Mines
University of Nevada, Reno

The Mackay School of Mines is seeking an dean a creative, energetic leader. The position offers an exciting challenge to lead an excellent teaching and research faculty with rapidly expanding programs, new facilities, and superior equipment. The School of Mines is an academic, research and public service college with more than 60 faculty and staff, an enrollment of more than 450 students, and a growing research program. Graduate and undergraduate degrees are awarded in chemical engineering, metallurgical engineering, materials science and engineering, computer science, geology, geochemistry, geophysics, geological engineering, hydrology and hydrogeology, and mining engineering. The school includes the Nevada Bureau of Mines and Geology, the Seismological Laboratory, and several research centers. It maintains a collaborative relationship with the Desert Research Institute.

The successful candidate should have: an earned doctorate and be tenurable in one of the departments of the school; a record of significant academic, industrial or governmental administrative experience; a demonstrated commitment to outstanding teaching, research and publication; a proven ability to procure external funding; strong interpersonal and communication skills and the ability to effectively plan, execute, and manage innovative policies and programs.

Applications must include a résumé; a statement of managerial, leadership, teaching and research philosophy; and the names and addresses of five references. Initial screening of applications will begin March 2, 1992. The search will continue until the position is filled. Interviews with finalists will begin during April, 1992. The preferred starting date is July 1, 1992. Salary is open.

Applications, nominations, and requests for information should be addressed to:

Search Committee, Mackay School of Mines
c/o Academic Affairs Office
110 Clark Administration Building, Mail Stop 005
University of Nevada, Reno
Reno, NV 89557
Phone (702) 784-1740

The University of Nevada, Reno is an EEO/AA employer and employs only U.S. citizens and citizens lawfully authorized to work in the United States.

OLYMPIC COLLEGE
DEAN OF INSTRUCTIONAL SERVICES

RESPONSIBILITIES: In a participatory environment to review and plan for development; to implement and evaluate the instructional services programs; to supervise and coordinate the assignment of instructional services facilities on campus; to supervise and coordinate the staff of instructional support services administrators; to assign tasks and responsibilities to those supervised by this office in order to carry out instructional centered services; to be responsible for the selection of all instructional services faculty and administrators, and to facilitate plans for their professional development; to encourage and provide leadership for the evaluation of instructional services; to work with the Dean of Student Services, Dean of Business Services, and Dean of Administrative Services, Dean of Human Services, and Dean of Administrative Services in a team structure to insure composition and support to conduct instructional service budget development, allocation, and review.

QUALIFICATIONS: Master's Degree required, earned Doctorate preferred. Leadership experience, commitment to participatory decision making, and the ability to recognize and inspire quality and creativity desired.

DATE OF APPOINTMENT: July 1, 1992. Terms of appointment: This is an administrative position with salary of $67,440 and a generous benefit package that includes 24 days of annual leave cumulative to 30 days.

DEADLINE: March 10, 1992. Submit letter of application, resume, calling three transcripts (unofficial), completed Olympic College application form to Ken Griffith, Chair, College of Business Dean's Search Committee, P. O. Box 3202, University of Wyoming, Laramie, WY 82071; (fax: (307) 766-2606).

The University of Wyoming is an equal opportunity, affirmative action employer. We encourage applications from women and members of minority groups.

UNIVERSITY OF WYOMING
DEAN
COLLEGE OF BUSINESS

The University of Wyoming invites nominations and applications for the position of dean of the College of Business.

The Position. The dean reports to the provost and is responsible for managing, promoting, and developing educational, research, public service, external affairs, and fund-raising programs of the College of Business. External emphasis of the position are increasing the level of external funding, dealing with diverse constituencies, delivery of off-campus programs, and retaining AACSB accreditation. Internal emphases include implementing the recently completed college mission statement, providing leadership in the teaching, research, and service domain of the college, and working effectively with the university's central administration.

The College. The college consists of three departments: accounting, economics and finance, and management and marketing. The college offers an MBA, M.S. degrees in economics and finance, and the Ph.D. degree in economics. The college holds AACSB accreditation for its business programs at the bachelor's and master's level. Fifty-nine faculty positions serve approximately 1,200 majors in both on- and off-campus programs. A Business Advisory Council, composed of prominent business persons in the region, promotes and advises the college.

The University. The University of Wyoming is a land-grant Research II University. The university offers over 100 bachelor's, 70 master's, and 10 doctoral degrees. Over 10,000 students attend the main campus in Laramie, and additional students take course work across the state. The university is the only four-year, degree-granting institution in Wyoming.

The Area. Laramie, Wyoming is located on a high plain between two mountain ranges 130 miles north of Denver. The community offers excellent public schools, a very low crime rate, over 300 days of sunshine annually, and abundant year-round outdoor recreation opportunities.

Qualifications. Candidates must have a record of scholarly achievement worthy of the rank of professor in one of the departments in the college. While a doctorate is preferred, consideration will be given to other candidates who have a strong record of achievement in business or government and significant experience with academic organizations. Evidence of communication, leadership, and collegial management skills is essential. The proven ability to develop and maintain open and effective working relationships with a variety of on- and off-campus groups is necessary. Experience in university administration on a higher-level managerial position is required. Evidence of the ability to do external fund raising is also required. Candidates must be sensitive to cultural diversity, equal opportunity, and affirmative action.

Application/Nomination. Applications must be received by March 1, 1992. However, the search will continue until an acceptable candidate is selected.

Applications should include a cover letter and a vita. Applicants should have letters sent from four professional references. All materials should be addressed to Ken Griffith, Chair, College of Business Dean's Search Committee, P. O. Box 3202, University of Wyoming, Laramie, WY 82071; (fax: (307) 766-2606).

The University of Wyoming is an equal opportunity, affirmative action employer. We encourage applications from women and members of minority groups.

Rollins College
Winter Park, Florida

DEAN OF THE CHAPEL
CHAPLAIN OF THE COLLEGE

Rollins College invites applications and nominations for the position of Dean of the Chapel and Chaplain of the College.

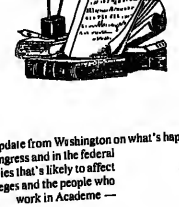
The Dean/Chaplain is responsible for fostering and guiding the spiritual life of the College community, for directing the interfaith campus ministry and religious programs, and for administering campus services and programs of the Knowles Memorial Chapel.

In addition to qualities of religious, intellectual, and moral leadership, candidates should possess the abilities to preach and lead worship in and provide pastoral counseling for a religiously diverse college community, and to promote the Chapel and its programs. The candidate should possess strong academic credentials as well as demonstrated experience relevant to campus life and chaplaincy.

Rollins College, Florida's oldest college, is an independent, nonsectarian, coeducational institution located in Winter Park, minutes from Orlando, Florida. The Chapel, constructed in the Mediterranean style in 1931-32, was the favorite building of noted architect Ralph Adams Cram, its designer.

Rollins College is strongly committed to cultural pluralism and encourages applications from women and minorities

Nominations should be sent in:
Professor Jack C. Lane, Chair, Dean of the Chapel Search Committee, Rollins College, 1000 Holt Avenue - 2738, Winter Park, Florida 32789.



An update from Washington on what's happening in Congress and in the federal agencies that's likely to affect colleges and the people who work in Academe —

every week in The Chronicle.

DEAN OF STUDENTS

Longwood College invites applications and nominations for the position of Dean of Students.
The appointment will become effective July 1, 1992.

RESPONSIBILITIES: The Dean of Students provides leadership for housing and residence education, student union and activities, campus recreation and intramurals, fraternity and sorority programs, as well as for improving and enhancing the quality of life on campus and promoting student learning in both in-class and out-of-class experiences. The position reports to the Vice President for Student Affairs.

QUALIFICATIONS: The successful candidate must have an earned doctorate and a record of extensive experience in college student affairs, ability to establish trust with students and student groups, evidence of leadership in support of undergraduate education, and demonstrated commitment to multiculturalism and a diverse student population.

THE COLLEGE: Longwood is a coeducational, comprehensive college offering 98 majors, minors, and concentrations for its 3,300 students. Longwood is one of Virginia's five most selective state colleges and universities. The College, primarily residential, has pioneered in innovative programs of total student development, with emphasis on helping students live successful and fulfilling lives through opportunities to achieve special intellectual, career, social, and personal goals.

LOCATION: Located in Farmville, Virginia, Longwood is 60 miles southwest of Richmond and 60 miles south of Charlottesville. It offers all the advantages of small-town living with convenient access to major cities and universities. The Blue Ridge mountains, the ocean, and Virginia's many cultural and tourist attractions are within easy driving distance.

TO APPLY: Letters of application should include a curriculum vitae and information in support of qualifications. Review of applications will begin March 1, 1992, and continue until the position is filled.

Applications and nominations should be sent to:

Phyllis Mable
Vice President for Student Affairs
c/o Employee Relations
Longwood College
201 High Street
Farmville, Virginia 23909

Longwood College is an Affirmative Action, Equal Opportunity Employer. Women and minorities are encouraged to apply.

LONGWOOD

DEAN OF ACADEMIC AFFAIRS
HOLYOKE COMMUNITY COLLEGE

Holyoke Community College invites applications for the position of Dean of Academic Affairs. The Dean of Academic Affairs reports directly to the President and is Chief Academic Officer, is responsible for: 1) planning, assessing, and developing priorities and programs with the college's five academic divisions, and 2) supervising full-time faculty and administrative and professional staff responsible for the college's academic mission. The Dean of Academic Affairs is also responsible for administering and implementing the college's collective bargaining for faculty and professional staff.

Holyoke Community College is a fully accredited publicly funded comprehensive education institution located in Western Massachusetts which provides student-centered education in career and transfer programs in Business, Health Sciences, Arts and Humanities, Science, Engineering and Mathematics and Social Sciences. We serve approximately 6,000 full- and part-time students, representing a diverse multi-cultural population, in day and evening classes.

A Master's Degree is a minimum requirement, a doctorate is preferred. Additionally, qualified candidates must have 6 years of college-level professional experience including at least 2 years of full-time undergraduate teaching and at least 3 years in a supervisory capacity; and a demonstrable knowledge of curriculum development and instructional methodology in higher education principles, practices, and procedures.

Salary range is $45,000-$61,000 per annum plus excellent fringe benefits. Anticipated starting date; August 3, 1992. Application deadline is March 15, 1992. Send résumé and names and addresses of references to: Personnel Office, Holyoke Community College, 303 Homestead Avenue, Holyoke, MA 01040. Upon receipt of your résumé, a comprehensive job description and application will be sent to you. Holyoke Community College is an Equal Opportunity, Affirmative Action Employer.

Nursing: Medical Surgical faculty position available. Opportunity to teach across BSN, MS, and Ph.D. programs. Excellent clinical facilities in one of the nations largest medical centers. Position available July 1, 1992. Doctorally prepared applicants preferred. Submit vitae before March 9, 1992 to: Dr. Jeanette P. Kleinsmer, Interim Chairman Medical College of Virginia School of Nursing, 1220 East Broad Street, Richmond, Virginia 23298-0567.

Nursing: Two challenging nursing positions. Indiana Wesleyan seeks to fill two challenging positions: Chairperson of the Division of Nursing Education, and a faculty position in Community Health Nursing at the graduate level. IWU, a progressive evangelical liberal arts institution affiliated with The Wesleyan Church, offers 240 students opportunities in BLN-accelerated programs culminating with a BS or MS (Community Health Nursing). Initiatives of both programs are infused in innovation and emphasis on global health needs and culturally sensitive care. Qualifications are as follows: Chairperson—earned doctorate, to earning or retired

Dean Of The College

CENTENARY COLLEGE
1825

Centenary College of Louisiana, an independent liberal arts college of 1100 students, invites applications and nominations for the position of academic dean.

The dean is the senior academic administrator of the College, reports to the president, and is responsible for undergraduate degree programs in sixteen departments and three master's degree programs (education, geology, and business). The dean's principal charges are academic policy and related faculty personnel matters.

Centenary College will appoint an individual with a commitment to academic excellence, a distinguished record of teaching and scholarship, a demonstrable record of leadership in college governance, and responsiveness to the concerns of the faculty. Candidates should possess high academic credentials, ideally a Ph.D. in the liberal arts.

Centenary College is affiliated with the United Methodist Church and is located in Shreveport, Louisiana. It is primarily a residential college. There are 70 full-time faculty members, 81% of whom hold a Ph.D. The current endowment is $41 million. Centenary College is fully accredited by the recognized regional and national agencies.

This position is available 1 June 1992. The Search Committee will begin screening applications in mid-February and will continue to the time of selection. Persons interested in this position should submit a letter of application together with a curriculum vitae and three current letters of reference to:

Professor Lee Morgan, Chair
Dean Search Committee
Centenary College of Louisiana
P. O. Box 41188
Shreveport, LA 71134-1188
(318) 869-5082

Centenary College of Louisiana is an equal opportunity employer.

UCLA

ASSOCIATE DEAN FOR ADMINISTRATION
UCLA School of Public Health

Reporting to the Dean, you will serve as administrative officer for the School of Public Health, 1 of 4 professional schools within the Center for Health Sciences. Manage the School's human, physical and financial resources, establish policies and procedures, conduct strategic planning and administer daily operations. Oversee School's budget of $20 million. Assist departmental administrators with Contract and Grant preparation and administration. Direct the implementation of computer systems, software applications and management information systems within the School. Assist in fund raising and public relations programs for the School. Draft administrative reports for the Dean.

The individual appointed to this position will possess senior-level management experience preferably in an academic or health environment. Demonstrated skill in administering a large budget with multiple fund sources and solving issues and formulating creative administrative decisions and recommendations. Technological expertise to ensure selection, development and use of financial, personnel and other necessary systems appropriate to the School and compatible with other campus systems. Demonstrated skill in fostering a positive organizational culture. Skill in establishing effective, collaborative relationships, enlisting the support of faculty and staff and long-range, strategic planning. Outstanding writing and oral presentation skills. Demonstrated skill in management of a multi-function staff.

Salary range, $60,800-$91,200/annum, dependent upon qualifications and experience. (Normally, starting salary does not exceed midpoint of the range—$76,000.) UCLA offers an excellent benefit package including medical, dental, vision care, education, 3 weeks' vacation and tax-deferred programs. To apply, send résumé with cover letter indicating qualifications and salary history by February 14, 1992 to: Jane E. Marshall, UCLA Campus Human Resources—Employment Division, 405 Hilgard Ave., Los Angeles, CA 90024-1465. UCLA Advancing excellence through diversity.

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DEAN
GRADUATE SCHOOL
Baylor University

Baylor University, located in Waco, Texas, invites applications and nominations for the position of Dean of the Graduate School, effective June 1, 1992.

Graduate work is offered in the College of Arts and Sciences, the School of Education, the Hankamer School of Business, and the School of Music, all at Waco; in the College of Dentistry at Dallas; the Baylor Research Institute of Waco in conjunction with the Baylor University Medical Center of Dallas; the Baylor University School of Nursing at Dallas; and the U.S. Army Academy of Health Sciences at San Antonio.

On the main campus in Waco, the Master of Arts is offered in 19 programs, the Master of Science in 10 programs, professional degrees exist in 6 departments and schools, including D.Ed., and D.Psy., and the Ed.D. degree in 7 departments. The College of Dentistry in Dallas offers the M.S. in 6 programs; and two professional master's degrees are offered at the Academy of Health Sciences, San Antonio.

Approximately 1200 graduate students were enrolled in various programs in the fall semester, 1991.

Candidates for the Dean, Graduate School, should have a doctoral degree, a distinctive record of teaching and research, extensive administrative experience, and possess excellent leadership skills. The Dean of the Graduate School is expected to:

- Provide leadership for university graduate and research programs;
- Encourage research among the faculty;
- Maintain high standards of scholarship for graduate programs;
- Provide vigorous support for the graduate program in the faculty, administration, and the public;
- Promote collegial relationships between the graduate faculty, the different university departments and schools, and the Graduate School;
- Actively seek external funding for research programs and student equipment;
- Oversee operation of the Graduate School and assemble and submit annual budget to the administration; and
- Work closely with the Vice President for Academic Affairs, to whom the Dean reports.

Baylor University is affiliated with the Baptist General Convention of Texas. It is an equal opportunity, affirmative action employer. Minorities and women are encouraged to apply.

Nominations and applications (including vita, a letter of interest, and names, addresses, and telephone numbers of three referees) should be submitted no later than February 15, 1992, to:

Dr. Harold Pewitt
Chair, Graduate Dean Search Committee
Baylor University
P. O. Box 97384
Waco, Texas 76798-7354

matc
Milwaukee Area Technical College
ASSOCIATE DEAN

MATC is seeking applicants with the expertise and desire to manage instructional programs which include the nationally recognized C.I.M. DEVELOPMENT CENTER. Primary responsibilities emphasize the day-to-day supervision and coordination of faculty and activities related to Computer Numerical Control, Industrial Engineering, Machining and kindred programs. Development of curricula addressing the needs and interests of students, business, industry and the community at large is also a major expectation.

A relevant Master's degree or equivalency is required. Also required are at least two years of recent full-time work experience and three years of full-time teaching experience. The work and teaching experience must be in fields related to the responsibilities.

Besides the unique challenges and the many other intangibles associated with technical post-secondary education; MATC offers an above average salary and benefit package: fully paid health, life and disability insurances; vacation (4 weeks), holidays (12), pension and sick pay plans.

To apply please call (414) 225-1800 for an application form and job description. Priority will be given to applications submitted by February 14, 1992.

Milwaukee Area Technical College
700 West State Street
Milwaukee, WI 53233

MATC is an Affirmative Action/Equal Opportunity Employer

field, previous administrative and teaching experience in higher education, and ability to provide leadership in graduate programs. Graduate faculty—preferred doctorate in counseling, health nursing, minimum of a master's. Experience in community public health in the United States. Send letter of inquiry to: Paul O. Collard, Ph.D., Vice President for Academic Affairs, Indiana Wesleyan University, 4201 S. Washington Street, Marion, IN 46953. Wesleyan Evangelical statement of faith required. AA/EOE.

Nursing: The University of North Carolina at Chapel Hill School of Nursing invites applications for tenure-track faculty positions for candidates with qualifications, experience and interest in nursing systems and nursing management. Qualifications include a Ph.D. in nursing or related field, and experience in nursing administration. Candidates with expertise in long-term care, and those with interaction patterns in outcomes research are preferred. Candidates must be eligible for BN licensure in North Carolina. Responsibilities include teaching in the undergraduate, graduate and doctoral programs, and assist doctoral dissertation students, and conduct research. Send curriculum vitae and letter of inquiry to Nancy Miller, Ph.D., R.N., Dean and Acting Chair, Department of Organ and Administrative Systems, UNC-CH School of Nursing, CB#7460, Carrington Hall, University of North Carolina at Chapel Hill, Chapel Hill, North Carolina 27599-7460. This position will remain open until filled. UNC-CH School of Nursing is an EO/AA Employer.

Nursing: Georgia Southern University, The Department of Nursing at Georgia Southern University seeks applicants for one faculty position in our BSN program. For Fall 1992 enrollment exceeds 1,100. The Department of Nursing now has over 300 students and advisees and more than fifty waiting for acceptance. Teaching assignments include theory, practicum, and research in a closely-knit department. BSN. Program position available August 1, 1992. Georgia Southern University is an Affirmative Action, Equal Opportunity Employer. Minorities are encouraged to apply. The names of applicants and references, vita, and letter of interest, and letter of application information are subject to public inspection under the Georgia Open Records Act.

Nursing: Two Faculty Positions. Challenging faculty opportunities for specialists in pediatrics (psychiatric nursing and medical-surgical nursing) (1) year appointment. Seeking to small, NLN accredited baccalaureate program. Master's preparation required, PhD and doctoral work preferred. Applications reviewed March 1, 1992. Apply to Dr. Carolyn Baker, Academic Vice President, Carroll College, Helena, Montana 59625. Include letter of application, résumé, and names, addresses, and phone numbers of at least three references.

ACADEMIC DEAN FOR THE COLLEGE
Grand Rapids Baptist College

The Academic Dean Search Committee of the Grand Rapids Baptist College invites nominations and applications for the position of Academic Dean.

Founded in 1941, Grand Rapids Baptist College is a small, conservative, independent, church-affiliated college of arts and sciences. The College offers students liberal arts programs dedicated to academic excellence with Christian commitment and is accredited by the North Central Association of Colleges and Schools with teacher education programs approved by the Michigan State Board of Education.

The College, which has a full-time faculty of 35, enrolls approximately 800 students. It is strategically located in Grand Rapids, Michigan, a metropolitan community of over one-half million people and characterized by a strong work ethic and a distinctive Christian value system. Only about fifty minutes away from Lake Michigan, Grand Rapids is surrounded by fresh water lakes and forest areas.

Statement of Qualifications

The person being sought for this position - Chief Academic Officer reporting to the President and member of the President's Administrative Cabinet - must be characterized by personal integrity and a personal relationship with Jesus Christ. He/She must subscribe to the Grand Rapids Baptist College Statement of Faith and to the employment objectives applied to all faculty, staff, and administrative positions.

Academics The Dean must possess an earned doctorate and must demonstrate a thorough understanding of contemporary higher education and particularly the Christian college of arts and sciences. He/She must have exceptional interpersonal, verbal, and written communication skills coupled with commitment to genuine collegial process. Committed to the mission of the college, the Dean must be prepared to advance the ethos of liberal arts in a forward-looking curriculum predicated on a distinctive Christian world and life view.

Other desirable qualities and experiences would include a record of accomplishment in faculty development, including teaching, research, publications, and personal growth; participation in a scholarly society or other educational associations; a record of positive and effective working relationships with faculty, administrators, staff, and students.

Management The Dean should be results-oriented, effective in planning, and skilled in the stewardship of human and fiscal resources. Particularly important is the ability to develop and utilize the talents of faculty and staff, to delegate, to build trust, and to follow through.

Building the Future: The Dean should have commitment to enhance the quality of education and student life.

The Committee will begin reviewing applications early in February. Correspondence will be handled in confidence. Nominations and applications should be sent to:

Dr. Ralph Abold
Grand Rapids Baptist College
1001 E. Beltline, NE
Grand Rapids, MI 49505

ASSOCIATE DEAN
Counseling Transfer and Advising Services

College of DuPage, located just 25 miles west of Chicago, is a progressive community college in its 25th year of service to the district. Serving more than 36,000 students, we currently have a full-time administrative position to manage a comprehensive counseling program including educational career developmental and personal counseling functions. Also manages programs for the college advising, transfer and high school and college articulation program.

A Master's degree in Counseling, Student Personnel or related field is required with 2 years administrative experience and 3-5 years previous educationally related counseling experience; or an equivalent combination of education and experience. Starting date: July 1, 1992.

We offer a salary in the range of $42,800 - $49,900 dependent upon education and experience. We also offer a generous benefits plan. Screening begins March 6, 1992. This position remains open until filled. Send a letter requesting an application packet, or call:

708-858-2800, Ext. 2460

Office of Human Resources
COLLEGE OF DUPAGE
Glen Ellyn, IL 60137
oo/aoa

To maximize your opportunity to be chosen for this position, please return your application packet as quickly as possible.

Associate Dean for The School of Hawaiian, Asian, and Pacific Studies
UNIVERSITY OF HAWAII AT MANOA

The School of Hawaiian, Asian and Pacific Studies (SHAPS) invites applications and nominations for the position of Associate Dean (Position No. 89312, MUE-M).

School of Hawaiian Asian and Pacific Studies is comprised of nine area study centers: Center for Chinese Studies, Center for Hawaiian Studies, Center for Japanese Studies, Center for Korean Studies, Center for Pacific Islands Studies, Center for Philippine Studies, Center for Southeast Asian Studies, Center for South Asian Studies, and Soviet Union in the Pacific-Asian Region; and one program: Buddhist Studies Program. SHAPS offers five academic programs: B.A. in Asian Studies, M.A. in Asian Studies, B.A. in Hawaiian Studies, M.A. in Pacific Islands Studies and Certificate in Pacific Islands Studies. Several new academic programs are being proposed, including a Master's degree in International Affairs, M.A. in Hawaiian Studies, Ph.D. in Buddhist Studies, Ph.D. in Asian and Pacific Studies and Certificate Programs for Asian Studies.

Duties: The Associate Dean assists the Dean, Center and Program Directors in administration and academic development; facilities work with university administration and other Schools, Colleges, and Departments outside of SHAPS, carries out routine administration in the School, works on special projects assigned by the Dean; represents and acts on behalf of the Dean in the Dean's absence.

Minimum Qualifications: Ph.D. or equivalent in an area relevant to the SHAPS; evidence of successful teaching, scholarship and publications associated with one or more areas of Hawaiian, Asian, and Pacific regions; three years as an associate or full professor; experience in academic administration; understanding of education and research related to Hawaiian, Asian and Pacific Studies.

Desirable: Understanding of administrative system in post-secondary education.

Salary: Salary commensurate with qualifications and experience; with a minimum annual salary of $56,040.

Effective Date: August 1, 1992

Application and Nominations: Submit letter of application, full curriculum vitae, and the names, addresses and telephone numbers of three references to: SHAPS Associate Dean Search Committee, University of Hawaii at Manoa, Moore Hall 307, Honolulu, Hawaii 96822. Nominations should be sent to the same address. Telephone inquiries (808) 956-8818, FAX: (808) 956-6515.

Closing Date: February 15, 1992.

An Equal Opportunity, Affirmative Action Institution.

THE STATE UNIVERSITY OF NEW JERSEY
RUTGERS

DEAN
Camden College of Arts and Sciences and University College

Rutgers The State University of New Jersey at Camden invites nominations and applications for the position of Dean of Camden College of Arts & Sciences and University College. Reporting to the Provost of the Camden Campus, the Dean has fiscal responsibility for a budget of approximately $10 million and a full-time faculty of 150 in 27 major programs. Undergraduate enrollment numbers approximately 3,800 students, which includes about 2,800 full-time students and 1,000 part-time students. A majority of part-time students are enrolled in University College, an evening college which serves a large nontraditional population. Approximately 15% of the student body resides on campus.

Qualifications Applicants for the position must hold an earned doctorate in an appropriate discipline, have significant teaching and administrative experience as well as a record of outstanding scholarly achievement commensurate with appointment as a full professor in the Rutgers University system. The Dean is responsible for providing visionary leadership in all areas of academic life.

The Campus: Rutgers-Camden is part of a multi-campus state university with locations in Camden, Newark and New Brunswick. The Camden Campus enrolls approximately 5,700 students in the College of Arts and Sciences, University College, School of Business, School of Law and the Graduate School.

Nominations and applications (including curriculum vitae and the names, addresses and telephone numbers of five references) should be submitted by 15 February 1992 to:

Professor H. Lee, Chairman
Dean's Search Committee
c/o Office of the Provost
Rutgers University, Camden, NJ 08102

Employment eligibility verification required.
Rutgers University is an Affirmative Action, Equal Opportunity Employer

Coverage of breaking news that affects higher education — from state capitals, academic conferences, and campuses throughout the country and the world —

every week in The Chronicle.

WESTERN MICHIGAN UNIVERSITY

WESTERN MICHIGAN UNIVERSITY invites applications for the positions of DEAN OF STUDENTS and DIRECTOR, CAREER PLANNING AND PLACEMENT (search re-opened).

DEAN OF STUDENTS

The Dean of Students, who reports to the Vice President for Student Affairs, is responsible for the development and maintenance of student life programs (Campus Recreational Activities, Handicapped Student Services, International Student Services, Off-Campus Life, Residence Hall Life, Student Life, and University Judiciaries) for a student body of approximately 27,000.

The successful candidate for the position will have an earned doctorate or terminal degree; extensive administrative experience in student affairs; strong organizational and communication skills; personnel management experience/skills; knowledge of budgetary processes and control; ability to work with a diverse student body, and demonstrated ability in creating and implementing innovative student affairs programs.

Applicants should submit a letter of application, vita, and three professional references (including names, addresses, and telephone numbers) to: Ms. Stella Morado, Chair, Dean of Students Search Committee, Division of Student Affairs, 2311 Faunce, Western Michigan University, Kalamazoo, MI 49008. All application information should be submitted by March 15, 1992. The preferred appointment date is submitted by March 15, 1992. The preferred appointment date for this position is on or about July 1, 1992.

DIRECTOR, CAREER PLANNING AND PLACEMENT

The Office of Career Planning and Placement is one of 14 departments in the Division of Student Affairs and reports directly to the Vice President for Student Affairs. The director supervises a professional staff members in Career Planning and Placement and Student Employment Referral Service. The director must possess a doctoral degree in a counseling-related field or an equivalent combination of education and experience in higher education administration. Candidates should possess several years of progressively responsible management experience in career services, preferably at a comprehensive university with a variety of professional programs. Also, the candidate must be eligible for Michigan licensure as a Professional Counselor. Salary is commensurate with experience; a full benefit package is available.

Send a letter of application, vita, and three letters of reference to: Dr. Norman M. Kiracofe, Chair, Career Planning and Placement Search Committee, Division of Student Affairs, 2305 Faunce, Western Michigan University, Kalamazoo, MI 49008. All application information should be submitted by March 15, 1992. Anticipated appointment date: August 1, 1992.

WESTERN MICHIGAN UNIVERSITY, A Carnegie Classification Doctoral I Institution, is located in Southwest Michigan midway between Chicago and Detroit. Kalamazoo is part of a metropolitan area of about 225,000 offering varied business, research, and industrial operations as well as cultural and recreational activities.

All applicants must have a demonstrated commitment to Equal Opportunity and the goals of Affirmative Action. Western Michigan University is an Equal Opportunity, Affirmative Action employer and encourages the application of women and minorities.

Wright State University
College of Business and Administration
Dean Search Opened

Wright State University invites applicants and nominations for a dynamic leader who will create an environment that empowers faculty, students, and other constituencies to move the College of Business and Administration into the 21st century. The successful candidate should provide evidence of a clear understanding and personal vision for business, political, social, ethical, technological, and international issues as they affect business education now and in the future; competency in developing and managing ongoing strategic planning processes; effectiveness in managing resources; and a commitment and sensitivity to diversity, equal opportunity, and affirmative action.

Candidates should have an earned Ph.D./D.B.A., with a demonstrated record of scholarship, teaching, and service. Applicants whose primary work has been in business, government, or nonprofit organizations must have experience with the academic environment and a thorough understanding of the collegial model. Successful candidates should be able to qualify for the rank of professor with tenure.

Review of credentials will begin on March 1, 1992, and continue until the position is filled. Send a letter of application along with vita and the names and addresses of three professional references to Dr. Robert Schriner, Chair, Dean Search Committee, College of Business and Administration, Wright State University, Dayton, Ohio 45435.

Wright State University
Dayton, Ohio 45435

Wright State University is an equal opportunity/affirmative action institution.

Nursing: Program Director. Faculty member (Surgical Technology, RN, certified in Surgical Technology). Salary range $27,900-$35,700 plus benefits. Employment date: March 23, 1992. Application deadline: February 7, 1992. Send resume to Ms. Cookie Athens Tech, U.S. Highway 29 North, Athens, Georgia 30601-0 or call 404-542-8050. An EOE Institution.

Nursing: Perry Nursing Chair, Texas Woman's University is seeking a full-time faculty member to fill the endowed Perry Nursing Chair in Health Promotion and Disease Prevention. Responsibilities include teaching, research, and publication. The position is open as of Fall, 1992. Candidates must have a Master's degree in nursing, an earned doctorate, and be eligible for earning licensure in the state of Texas. A strong record of teaching, research, and scholarly activities must be demonstrated. Submit letter of application, a curriculum vitae, names, addresses, and telephone numbers of three references with a cover letter to Dr. Judith Sorola, Chairperson, Perry Chair Search Committee, Texas Woman's University, 1130 M. D. Anderson Boulevard, Houston, Texas 77030-2892, telephone: 713-794-2100. Review of candidates' credentials will begin January 1, 1992, and will continue until an appointee is made. TWU has three campus locations with a total of 9,400 students enrolled in 350 faculty. The College of Nursing, with 1,640 students and 80 faculty, is NLN-a

University of the Pacific
Dean of Admissions

California's first chartered University is seeking an energetic, creative and talented Dean of Admissions.

The University of the Pacific has a college of arts and sciences (the College of the Pacific), a Conservatory of Music, Professional Schools (Education, Pharmacy, Engineering, Business and Public Administration, and International Studies), and an adult re-entry program (University College). The Stockton campus of the University is a residential community with an enrollment of 3,600 undergraduates and 400 graduate students. The School of Dentistry (San Francisco) and the McGeorge School of Law (Sacramento) operate separate admissions programs.

Strong student-faculty relations, typical of small colleges, are characteristic of the University. The University blends a personal academic environment with wide choice of majors and professional programs.

The Dean of Admissions works with the academic community to identify and describe the strengths of our institution. The Dean must be able to communicate to prospective students the challenge and excitement of our academic programs in the personal manner characteristic of the institution.

Candidates must be knowledgeable about national trends in higher education. Knowledge of West Coast institutions and of the needs of international students is desirable. The University has a history of innovation and would welcome innovative approaches to admissions.

The University is a community of diverse cultures. Several programs for recruiting the emerging majority are in place. The Dean of Admissions must have a commitment to the support and expansion of these programs.

The Dean of Admissions supervises eight professional and eleven support staff. The Dean reports directly to the Office of the President.

Nominations, applications and inquiries should be sent to:

Prof. Roland di Franco, Co-chair
Search Committee for the Dean of Admissions
Office of the President
University of the Pacific
Stockton, CA 95211

Applications will be accepted until the position is filled. Review of applications will begin on February 1, 1992.

☞ The University of the Pacific is an affirmative action and equal opportunity employer.

DEAN
School of Health Related Professions
UNIVERSITY OF ALABAMA AT BIRMINGHAM

The School of Health Related Professions in the Medical Center of the University Alabama at Birmingham (UAB) invites nominations and applications for the position of Dean of the School. Applications will be screened when received, and the position will remain open until filled.

The UAB School of Health Related Professions is the largest school of its type in the United States with approximately 1,000 students enrolled in a comprehensive set of professional and technical programs. Students pursue careers in applied health sciences, health services administration, nutrition sciences, and related fields through academic offerings at the certificate/associate, bachelor's, master's, and doctoral levels. The School is well recognized for the quality of its teaching, research, professional service activities, and international programs.

The School of Health Related Professions has strong linkages to the Schools of Dentistry, Medicine, Nursing, Optometry, and Public Health in an outstanding academic health sciences center. The UAB Medical Center is internationally renowned for high quality research, education, and patient care.

In addition to successful experience in academic administration, the applicant will be expected to possess a terminal degree in a relevant academic field and academic qualifications appropriate for appointment to a tenured professorship. The ability to plan and manage academic programs, foster research, work harmoniously with faculty and staff, develop and support collaborative programs with the University Medical Center, and interact effectively with community and educational leaders in Birmingham and the state of Alabama are among the more important qualifications for the position.

Inquiries, nominations, and applications may be sent to:

Charles J. Austin, Ph.D.
Chair, Search Committee
School of Health Related Professions
University of Alabama at Birmingham
Birmingham, AL 35294-3361
Fax: (205) 975-6608

UAB is an Affirmative Action, Equal Opportunity Employer.

PALO ALTO COLLEGE
DEAN OF TECHNOLOGIES, SCIENCE AND BUSINESS

The Dean of Technologies, Science and Business reports to the Vice President of Academic Affairs and is responsible for providing leadership in program and staff development, evaluations, strengthening departments and programs, supervising and directing the fiscal affairs and academic planning. Salary competitive.

Master's degree (Doctorate preferred) in a subject area taught at the college. Excellent teaching record as a full-time faculty member at an institution of higher education. Three (3) years' administrative experience at the department chair and/or director level. Ability to work effectively with faculty, students, and administrators in the two-year community college environment and a sensitivity to a multicultural student body.

Application and/or current résumé must be delivered or postmarked by February 14, 1992 along with the names, addresses, telephone numbers of at least five references, and legible copies of qualifying documents/transcripts. A completed ACCD application and official copies of qualifying documents will be required before employment offer is made. Please submit to:

Alamo Community College District
HUMAN RESOURCES DEPARTMENT
811 W. Houston Street
San Antonio, Texas 78207

EEO/AA

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California State University, Los Angeles

ASSOCIATE DEAN FOR INSTRUCTION AND GRADUATE PROGRAMS
SCHOOL OF EDUCATION

The School of Education invites applications and nominations for the position of Associate Dean for Instruction and Graduate Programs. Major responsibilities include undergraduate, credential, and graduate curriculum and academic program development.

QUALIFICATIONS: An applicant for the Associate Dean position currently must be a tenured faculty member, have a terminal degree, and be eligible for appointment in one of the four Divisions of the School: Administration & Counseling, Curriculum & Instruction (Elementary and Secondary Education), Educational Foundations & Interdivisional Studies (Educational Foundations, TESOL, and Instructional Technology), and Special Education. The successful candidate must be able to demonstrate knowledge of the many disciplines included in the School of Education; have a record of professional achievement; have demonstrated leadership in instructional affairs; be knowledgeable about undergraduate, credential, and graduate curricular matters; be able to work well with students, faculty and administrators; and be sensitive to student needs and interests. It is desirable that the candidate have experience working with multicultural/multilingual populations.

A detailed description of the duties of the position is available upon request from the Office of the Dean, School of Education.

RANK: This is a management position. Salary is negotiable depending on qualifications and experience.

THE UNIVERSITY AND SCHOOL OF EDUCATION: California State University, Los Angeles offers programs in more than 50 academic and professional fields. The campus is located at the eastern edge of the city of Los Angeles in the western San Gabriel Valley. The University serves more than 20,000 full- and part-time students who represent the rich ethnic diversity of the area. The School of Education, the largest in California and the fifth largest in the nation, offers 31 credential programs, six master's degrees with 42 options, and a Ph.D. in special education jointly with UCLA. The University has an affirmative action program and encourages ethnic minorities, women, and disabled persons to apply.

STARTING DATE: July 1, 1992.

APPLICATION DEADLINE: March 2, 1992.

APPLICATIONS: Please send a letter of intent, vita, transcripts showing highest degree, and three recent letters of reference to:

Dr. Jose Galvan, Chair
Associate Dean Search Committee
c/o Office of the Dean, School of Education
California State University, Los Angeles
5151 State University Drive
Los Angeles, CA 90032-8140
(213) 343-4300
FAX (213) 343-4318

DEAN OF INSTRUCTIONAL SERVICES

West Hills Community College District invites applications or nominations for the position of Dean of Instructional Services. The Dean of Instructional Services is the District's Chief Instructional Officer reporting to the Superintendent/President.

This is a 12-month contract with a salary range of $57,498-$62,973. The District also offers a generous benefit package.

Application Deadline is
MARCH 6, 1992

Please request job announcement, official application and procedures from:

West Hills Community College District
Personnel Office
300 Cherry Lane
Coalinga, CA 93210

(209) 935-0801, extension 323
Fax (209) 935-5655

AFFIRMATIVE ACTION, EQUAL OPPORTUNITY, SECTION 504, TITLE IX EMPLOYER

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credited and has Baccalaureate, Master's, and Doctoral programs. The Houston Center, located in the heart of the Texas Medical Center, has all levels of programs. Texas Woman's University is an Equal Opportunity, Affirmative Action Employer.

Nursing Administration: The University of Tulsa seeks nursing administration faculty for new masters in nursing administration program and joint MBA program. Metropolitan Tulsa is a cosmopolitan city of more than 700,000 people that retains its small community and Southwestern heritage. Excellent clinical facilities are available in six local hospitals with bed capacities ranging from 106 to 935. Full time; tenure track; 9 month appointment. Minimal qualifications include a graduate degree in nursing, a doctorate in nursing or related field, coursework in administration, experience in post-doctoral research and grant writing, and record of peer-reviewed publications and presentations. Experience in nursing administration and two years teaching at graduate level also required. Must be eligible for RN license in Oklahoma. Responsibilities include theoretical and practicum teaching in graduate program. Expected beginning date is August, 1992. Salary and rank: competitive and commensurate with experience and qualifications. For full consideration, application should be received by February 14, 1992. Apply with letter of application, complete vita including three reference names and addresses: Dr. Donna Marie Wing, Chair, Search Committee, School of Nursing, The University of Tulsa, 600 South College, Tulsa, Oklahoma 74104-3189. The University of Tulsa, an equal opportunity, affirmative action employer, is committed to diversifying its faculty and staff. Members of under-represented groups are strongly encouraged to apply.

Nutrition: Human Nutrition, tenure track, 12 month, Assistant Professor (9 month teaching, 3 month research) July, 1992 or until suitable candidate found. Ph.D. in Human Nutrition required. Registered Dietitian or RDE required. Duties include teaching, research, advising and service. Letter of application, vita, transcripts and three letters of references by March 15, 1992 to Dr. Ann Bock, Department of Home Economics, Box 3470, New Mexico State University, Las Cruces, New Mexico 88003-0001. New Mexico State University is an Equal Opportunity, Affirmative Action Employer.

Pharmacology: Assistant Professor. To teach graduate and medical students, and to conduct independent research in pharmacology, with a focus on the study of interaction between the nervous system and the immune system. Medical student teaching of around 20 lecture hours, and graduate student teaching of around 30 lecture hours per year. Will train graduate students and postdoctorals in research techniques for the study of nervous-immune system interactions. M.D. or Ph.D. in Biological Science and three years research and teaching at university level required. Please send résumé and three references to: Dr. Adrian Dunn, Department Head, Department of Pharmacology, LSU Medical Center, P. O. Box 33932, Shreveport, Louisiana 71130-3932. EOE/AA.

Philosophy: Kutztown University of Pennsylvania offers a tenure-track position at the rank of instructor or assistant professor, beginning Fall Semester, 1992-3 academic year. Area of Specialization: Open. Areas of Competence: The department seeks someone who can teach a range of introductory courses and some or all of the following: modern philosophy, philosophy of science, a non-Western philosophical tradition, one or more areas in applied ethics. The teaching load is 12 semester hours per semester. Teaching ability will receive primary consideration. We are looking for a philosophically active colleague who will interact well with students, pursue research interests, and be involved in the community. Ph.D. required. At least three years of teaching experience (includes teaching assistant) is required. Contact: Charles M. Watkins, Chair, Search Committee, Department of Philosophy, Kutztown University, Kutztown, Pennsylvania 19530. All materials must be postmarked by February 28, 1992. Salary is competitive and benefits excellent. KU is an Affirmative Action, Equal Opportunity Employer and actively solicits applications from qualified minority and women candidates. Qualified applicants must send a letter of application, transcripts, three letters of recommendation and a sample of his/her written work.

Philosophy: University of Minnesota, Morris. Tenure-track position. Assistant Professor Ph.D. (preferred), ABD (considered) in philosophy (if the Ph.D. has not been received, a temporary appointment will be made at the rank of instructor), must have demonstrated excellence in undergraduate teaching and a clear promise of contribution to philosophic research and publication. Six courses per academic year (two per quarter) to include courses in AOC and other courses consistent with training and the needs of the college. AOS: Ethics (theoretical and applied) and political philosophy. AOC: philosophy of law and standard undergraduate courses such as critical thinking and introduction to philosophical thinking. Excellence in teaching and a distinguished publication record are required for the granting of tenure. Begin September 16, 1992. Salary open. The faculty at the University of Minnesota, Morris are expected to participate periodically in the teaching of a one-quarter (10-week) interdisciplinary course common to all freshmen. Send letter of application, vita, a transcript or a listing of courses, and credentials, including three letters of recommendation written within the last three years to: C.F. Farrell, Jr., c/o Philosophy Search Committee, University of Minnesota, Morris, Morris, Minnesota 56267. Application deadline: March 2, 1992. The University of Minnesota is an equal opportunity educator and employer.

Philosophy: Brandeis University, Waltham, Massachusetts. Lecturer. One year appointment only for 1992-93. Two courses per semester. Ph.D. at time of appointment. Salary range $27,000-$31,000. AOS open. We seek someone competent to teach a course in Ethics and as part of the school's University Studies Program a freshman introductory course in the history of modern philosophy. Women and minority candidates are encouraged to apply. Brandeis University is an affirmative action and equal opportunity employer. Send dossier including evidence of teaching excellence to Personnel Committee, Department of Philosophy, Brandeis University, Waltham, Massachusetts 02254-9110. Deadline for receipt of application March 1, 1992.

Physical Education: Northeastern State University, a regional university with 9,000 students, is seeking nominations and applications for the anticipated position of Assistant Professor/Associate Professor of physical education. This nine-month position begins August 1992. Responsibilities include teaching undergraduate and graduate courses in measurement, elementary methods, pedagogy, programming with [illegible] in public schools, advising and conducting research. Special consideration will be given to candidates with public school experience and whose personal health habits are congruent with Surgeon General report Healthy People 2000. Earned Doctorate preferred, Master's degree required. Prior experience in school related activities, evidence of professional involvement and the ability to teach dance and rhythms desirable. Screening will begin April 13, 1992, and will continue until a suitable candidate is selected. Dr. Mark L. Givens will interview interested persons at the National AAHPERD Convention in Indianapolis and Southern District AAHPERD in Atlanta. Send letter of application, vita and names of five references to: Personnel Office, Northeastern State University, Tahlequah, [illegible] 74464. EEO/AA institution.

DEAN
HONORS COLLEGE

Kent State University

Kent State University invites applications and nominations for the position of Dean of the Honors College. Kent State University is a Doctoral I institution with a strong commitment to undergraduate education. There are approximately 24,000 students on the Kent campus and 8,900 students on seven regional campuses in northeast Ohio. With 820 undergraduates currently enrolled, the Honors College is one of the largest Honors programs in a state-assisted public university. It is the recipient of a Program Excellence award from the Ohio Board of Regents and is housed in an attractive, state-of-the-art Honors Living/Learning Center.

The Dean of the Honors College reports to the Provost and is responsible for administering, planning, and coordinating the activities of the College and for providing university-wide leadership for the University's liberal education program. As chief executive officer of the College, the Dean has responsibility for and full authority over the budget and personnel in the College; for developing Honors programming in conjunction with the Honors College Policy Council and the academic units; and for serving as a spokesperson for the needs and interests of Honors students.

Nominees and applicants should have a demonstrated commitment to academic excellence. They should possess an earned doctorate or terminal degree appropriate to their academic discipline and a record of teaching and of research, scholarship, or creative achievement sufficient to warrant a faculty appointment as an associate or full professor. Preference will be given to candidates who have had significant administrative experience and a well documented record of progression in levels of responsibility and leadership within Honors education. The ability to work well with others, to be sensitive to the needs of a multi-cultural environment, and to provide leadership within a University setting is required. Nominations of and applications by qualified women and minorities are especially encouraged.

Salary for this position is competitive and commensurate with qualifications. This position will be available July 1, 1992. A letter of application (or nomination), curriculum vitae, and the names of three to five references should be submitted no later than February 15, 1992 to:

Dr. Cheryl A. Casper
Associate Provost for Academic and Student Affairs
Kent State University
P.O. Box 5190
Kent, Ohio 44242

Equal Opportunity/Affirmative Action Employer

Dean
College of Art and Architecture
UNIVERSITY OF IDAHO

The University of Idaho invites nominations and applications for the position of Dean of the College of Art and Architecture. The College of Art and Architecture was established in 1981 to bring together disciplines that deal with creation of the visual and physical human environment. Art has been taught at UI since it was founded in 1889, and architectural degrees have been offered since 1923. Interior design has been offered since 1923, and the landscape architecture curriculum was added in [illegible]. This combination not only increases the resources available to the students but also brings together a community of creative scholars with a common dedication to the arts.

The University of Idaho, with an enrollment of approximately 9000 students, is the state's land-grant institution and senior of Idaho's four state-supported institutions of higher education.

This person will lead the teaching, research, and public service activities of the College of Art and Architecture.

Candidates for the position will be expected to possess:

- qualifications to hold a tenured full professorship in one of the college's disciplines, a record of teaching and scholarly/creative accomplishments, and a terminal degree in the discipline;
- demonstrated ability in planning, program development and funding, personnel, budget development and working with professions related to a multi-disciplinary college;
- executive leadership, communication skills, vision, and professional integrity;
- a commitment to promoting excellence in teaching and scholarship.

The position is available July 1, 1992. Search and selection procedures will be closed when a sufficient number of qualified applicants has been identified, but not earlier than March 15, 1992. Nominations and applications, including a letter of application, a curriculum vitae, and the names of five references should be addressed to:

Dean Robert Bartlett
Chair, Dean Search Committee
College of Mines and Earth Resources
University of Idaho
Moscow, ID 83843
(208) 885-6195

The University of Idaho is an equal opportunity, affirmative action employer and educational institution.

DIRECTOR OF REGISTRATION & STUDENT DATA SYSTEMS

Master's degree preferred; Bachelor's degree with minimum of five years' direct work experience required. Appropriate professional training and experience within a higher education setting, community college preferred; preference will be given to candidates with prior experience within Florida's higher education system. Daytona Beach Community College is a premier community college located on Florida's East Coast, offering excellent recreational and cultural advantages. This institution's commitment to quality is reflected in an excellent salary and benefits package. Please send a résumé and cover letter to:

DAYTONA BEACH
COMMUNITY COLLEGE
P.O. BOX 2811
DAYTONA BEACH,
FL 32120-2811

Equal Opportunity Employer

Physical Education: Physical Education Department. Faculty. Tenure track position available beginning August 1992. Faculty rank negotiable. Duties include teaching undergraduate and graduate elementary and secondary school physical education pedagogy and supervision courses, supervising master's theses. Additional duties may include teaching courses in a related [illegible] physical education, activities of physical education activity classes depending on qualifications of applicant. Doctorate in physical education or related area required. Master's degree must be in physical education. Substantive progress toward doctorate will be considered. Candidates should possess a record of scholarly research and [illegible] writing of grant proposals. Minorities and women are especially encouraged to apply. Send letter of application, résumé, transcripts and three letters of reference to Dr. Roberta Abner, Search Chairperson, Physical Education Department, Morrow Field House, Slippery Rock University, Slippery Rock, Pennsylvania 16057. To ensure consideration, application materials should be received by March 4, 1992. Slippery Rock University is an Affirmative Action Equal Opportunity Employer.

Physical Education: Two positions. Effective August 1992. Women and minority candidates especially encouraged. Two Assistant/Associate tenure track positions available. Doctorate in Physical Education with emphasis in (1) Sport Pedagogy, and (2) Teacher Preparation. Three years' teaching experience in public school settings required. Major areas of teaching responsibilities include graduate and undergraduate elementary school physical education, and/or educational dance/gymnastics, and/or graduate curriculum development and/or infant toddler/early childhood physical education. Additional teaching responsibilities may include development and analysis of sport skills and supervision of student teachers. Candidates should possess a record of research for graduate faculty status. Send detailed letter of application, vita, selected reprints, three letters of recommendation and details of other references by February 1, 1992 to Dr. Timothy Chandler, Search Committee Chair, School of Physical Education, Recreation and Dance, Kent State University, P. O. Box 5190, Kent, Ohio 44242.

Physical Education: The Department of Physical Education and Leisure Studies invites applications for two tenure-track assistant professor positions to begin August 21, 1992. Position 1 Primary instructional responsibilities involve teaching elementary school physical education pedagogy courses and one additional specialization area (curriculum/administration, sport management, motor development, adapted physical education, fitness/wellness, sport psychology/sociology). Other responsibilities include supervision of student teachers, advising graduate students (MS), conducting a focused research program, and pursuing external funding opportunities. Qualifications required include an earned doctorate, elementary school physical education experience, university teaching experience, and evidence of scholarly achievement. Position 2. Primary instructional responsibilities involve teaching the history of physical education and sport and in one additional specialization area (see Position 1 description). Qualifications required include an earned doctorate or ABD. Preference will be given to candidates with university teaching experience and a publication record. Application procedure: Send letter of application, a concise statement of professional goals, résumé, transcripts, and three letters of reference to Dr. Shirley Wood, Interim Chair, Iowa State University, Department of PE/LS, 237 PEB, Ames, Iowa 50011. Application review will begin March 1, 1992. Iowa State University is an affirmative action/equal opportunity employer and particularly encourages women and minority applicants.

Physical Education/Athletics: Physical Education/Coaching. Two nine-month probationary positions for September 1992 pending funding; teaching + (1) defensive football coordinator or (2) track. Requirements: MS + high school/college experience. Application: complete MSU form; résumé; three reference letters; transcripts. Application review begins February 15, 1992. Apply: Dr. Ross Fortier, Athletic Department, Moorhead State University, Moorhead, Minnesota 56563; (218/236-2323). MSU is an AEOC employer.

Physical Education/Health: Berea College announces two junior-level tenure-track positions beginning fall, 1992. For position one: ABD and teaching experience necessary, Ph.D. preferred. Responsibilities include major courses in adaptive, gymnastics, dance and hiking/campcraft, teaching varied activity courses, coaching women's volleyball (NCAA Division III) and student advising. For position two: ABD, teaching experience, national certification as athletic trainer and instructor in standard first aid and CPR. Responsibilities include athletic trainer consultant for all athletic teams, teaching athletic training, comprehensive first aid and required health/wellness courses and student advising. In keeping with the College's Christian tradition and its emphasis on the worth and dignity of all persons, Berea encourages applications from women and members of minority groups. Applicants should send letter, curriculum vitae and three letters of recommendation by March 1, 1992 to Dr. Joy Hager, Chairperson, Department of Physical Education, CPO 2297, Berea College, Berea, Kentucky 40404.

Physical Education/Sport Administration: Assistant Professor in the Coaching and Sport Administration Program. Tenure-track. Beginning August, 1992. Responsibilities: provide strong leadership in the Sport Management graduate program, teach undergraduate and graduate courses, conduct relevant research and service activities, and help with student advisement. Necessary qualifications: Ph.D. or Ed.D. in Sport Administration or closely related field. Established record of teaching, scholarly and professional activity. A strong commitment to sport management professional preparation program development. Salary commensurate with experience. A letter of application, full curriculum vitae, and three names and phone numbers of references should be submitted by March 2, 1992, to: Dr. Sandra Gangstead, Assistant Director, University of Southern Mississippi, School of Human Performance and Recreation, Southern Station Box 5142, Hattiesburg, Mississippi 39406-5142. AA/EOE.

Physical Therapy: The University of Nevada, Las Vegas seeks applications for two Assistant/Associate Professors, tenure track positions. Applicants must have B.S. or M.S. in Physical Therapy and a doctorate in Physical Therapy or related discipline; minimum of three years' clinical experience as a licensed physical therapist and two years' teaching experience in a university based program preferred; expertise in one or more of the following areas preferred: Anatomy, Biomechanics, Orthopedics, Neuromuscular Disorders. Rank and salary commensurate with credentials and experience. Send letter of application, curriculum vitae, and three letters of reference to: Dr. Louie Amundsen, PT, Ph.D., Chair, Search Committee and Department of Physical Therapy, UNLV, 4505 Maryland Parkway, Las Vegas, Nevada 89154. Applications accepted until positions are filled in August, 1992 with review of applications beginning March 1, 1992.

DEAN
College of Criminal Justice
NORTHEASTERN UNIVERSITY

Northeastern University invites applications for the position of Dean of the College of Criminal Justice.

The University: Northeastern University is one of the largest, private, nonsectarian universities in the country. It is comprised of eight undergraduate colleges, including the College of Criminal Justice, and the graduate School of Law. The University offers a broad range of undergraduate, professional and graduate degrees through the Ph.D. It is located in the heart of Boston's cultural district and is part of an academic community comprised of more than 60 colleges and universities.

The College: The College is comprised of nine full-time regular faculty. It offers a BS degree and an MS degree. The faculty members are nationally recognized in a variety of fields, and they have been the recipients of a number of grants from the U.S. Department of Justice. The College is also the home of the George Lewis Ruffin Society, an organization of minority criminal justice professionals.

Position: The Dean is the academic leader of the College of Criminal Justice. The Dean is responsible for administering all facets of the College, both internally and externally. Internally, the Dean will set and achieve goals of the College and the University; guide curriculum development at both the undergraduate and graduate levels; establish and maintain budgets and fiscal accountability; encourage faculty growth and development in teaching, research, and professional activities; maintain relationships with other Northeastern colleges and units; and provide vision and leadership for the future. Externally, the Dean will create and maintain professional relationships with the professional criminal justice community and practitioners, the scholarly criminal justice community, alumni, and other groups vital to the growth and functioning of the College. The Dean will be encouraged to continue teaching, research, and other professional activities.

Qualifications: Applicants must possess a Doctoral degree in Criminal Justice or a closely related discipline, or a minimum of an LL.B. or JD degree. Candidates must also have an established record of teaching and scholarly accomplishment in criminal justice/criminology sufficient for appointment to a tenured position at the rank of full professor. In addition, candidates must have experience in, or strong potential for, leading faculty and staff in the development and maintenance of quality academic and research programs; managing those programs; fostering collegial relationships within an academic setting; maintaining mutually beneficial relationships with other academic units in a university; and developing and maintaining professional relationships with the criminal justice and other relevant communities. Applications from women and minorities are strongly encouraged.

Appointment: The position is available July 1, 1992. The salary is negotiable depending upon credentials. This is an ongoing 12-month administrative position that requires tenured faculty status in the College of Criminal Justice.

Closing Date: Applications received by March 16, 1992 will receive full consideration.

Applications: Interested persons should submit a letter of application, a current curriculum vita, and the names of three references to: Professor Neil O. Alper, Chair, Criminal Justice Dean's Search Committee, Department of Economics, 301 Lake Hall, Northeastern University, Boston, MA 02115. Phone: (617) 437-2839; FAX: (617) 437-3040. Northeastern University is an equal opportunity/affirmative action, Title IX employer.

Northeastern University

DEAN, COLLEGE OF BUSINESS

The Dean reports directly to the Provost and Vice President for Academic Affairs and is the chief academic and administrative officer of the College. The Dean has the responsibility to provide direction and leadership for the development and implementation of all programs in the College of Business; to encourage and support effective teaching; to promote scholarship and research within the College; to enhance the College's reputation for excellence; and to support professional development and intellectual growth of the faculty. A detailed job description and organizational chart are available upon request.

QUALIFICATIONS: An earned doctorate in one of the disciplines within the College of Business; evidence of administrative skills, including the capacity for short and long range planning, preferably in higher education; the capacity for academic leadership and to deal with divergent viewpoints; responsiveness to the needs of students, faculty and staff; the ability to be an articulate spokesperson for the College of Business within the academic and business communities; a record of teaching experience in higher education; and a record of research and scholarly activity.

THE UNIVERSITY: Shippensburg University, established in 1871, is a comprehensive public institution which offers baccalaureate and master's degrees programs in three colleges: Arts and Sciences, Business, and Education and Human Services. The student body numbers approximately 5,500 undergraduate and 1,000 graduate students. The university has a complement of more than 300 faculty members. Shippensburg is a community of 5,347 in the scenic Cumberland Valley of southcentral Pennsylvania, 40 miles southwest of Harrisburg and 90 miles northwest of Washington, D.C.

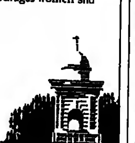
The College of Business has a strong commitment to academic excellence and has been accredited by the American Assembly of Collegiate Schools of Business since 1981. The College of Business has an enrollment of 1,400 undergraduate students and a faculty complement of 54 (91 percent with earned doctorates). The College is composed of five departments: Accounting; Business Education and Office Administration; Economics; Financial Administration, Management Science and Information Systems; and Management and Marketing. The College also houses the Frehn Center for Management, a center for management development and continuing education.

SALARY: Commensurate with qualifications and experience within the range of $61,442 and $92,165 with excellent fringe benefits. Starting date is approximately July 1, 1992.

APPLICATION: Applicants must submit a letter of application; a complete curriculum vitae; transcripts; and three letters of reference. All applications, inquiries and nominations will remain confidential. Applications, inquiries and nominations should be sent to Dr. Brendan Finucane, Chairperson, Search Committee for Dean, College of Business, Shippensburg University, Shippensburg, PA 17257. The committee is reviewing applications and will continue to do so until the position is filled.

Shippensburg University is an equal opportunity/affirmative action employer and encourages women and racial minorities to apply.

Shippensburg University



A member of Pennsylvania's State System of Higher Education

ASSOCIATE DEAN
School of Education
BOSTON COLLEGE

The School of Education at Boston College invites nominations and applications for the position of Associate Dean, available in the Summer of 1992.

Boston College is a national, Jesuit university of 15,000 students with strong undergraduate and graduate programs in the liberal arts and professions. The University is committed to the ideal of excellence and places of high importance on the preparation of men and women for service to others. The University has a large endowment and is in excellent financial health, with considerable ongoing expansion and renovation of its physical plant, including a newly completed building for the School of Education.

The School of Education's 55 full-time faculty offer programs for over 1200 master's and doctoral students and 800 undergraduate students being prepared as scholarly practitioners and researchers in the fields of teaching, curriculum and instruction, educational administration, human development, counseling psychology, developmental and educational psychology, educational research and measurement, and special education. The School encourages work in schools and institutions located in underserved areas.

The Associate Dean of the School collaborates closely with the Dean and is responsible for the coordination of the work of the Assistant Dean, Graduate Admissions Officer, and the Department Chairs, and has oversight of the day-to-day operations of the School. The Associate Dean is particularly responsible for leadership of graduate programs and the promotion of faculty research and grantsmanship. The position offers faculty rank, a competitive salary, and excellent fringe benefits.

Candidates should hold an earned doctorate and demonstrate successful experience as a scholar, evidence of effective grantsmanship, strong interpersonal skills, and accomplishment in prior roles of administrative or academic leadership. A letter of application, full curriculum vitae, and the names of three references should be submitted prior to March 15, 1992 to:

Diana Pullin, Dean
School of Education
Boston College
Chestnut Hill, MA 02167

Boston College is an Equal Opportunity, Affirmative Action Employer.

GEORGE MASON UNIVERSITY
DEAN
Graduate School of Education

George Mason University's Graduate School of Education seeks a leader who understands the critical policy and practice issues facing today's educators. The dean must help the School and University prepare top quality teachers and educational leaders who can meet the challenges of the 21st century. Conventional academic credentials are less important than demonstrated commitment to public education and a track record of successful leadership and management of people and resources. Successful candidates must demonstrate ability to function effectively in multicultural, globally interdependent environments. Advanced degrees and academic achievements typical of senior faculty are desirable but their absence does not rule out candidates who are otherwise strongly qualified for leadership of the School. Send applications and nominations by February 15, 1992 to Dr. Susanne Swope, Office of the Provost, George Mason University, Fairfax VA 22030. AA/EEO employer.

Dean
College of Science and Mathematics
Wright State University

Wright State University invites applications and nominations for the position of dean of the College of Science and Mathematics. The dean is expected to provide dynamic leadership in the quest for excellence in teaching, research, and professional service, and must be sensitive to the aspiration of diverse constituencies, including minorities, women, disabled persons, and nontraditional students.

The dean serves as the principal spokesperson and advocate for the college, working with the vice president for academic affairs and the Council of Deans to formulate university policy. The dean works with departmental chairs and faculty in formulating college goals and policy. Among the dean's specific responsibilities are strategic planning, program development, faculty development, resource allocation and budget management, research promotion, fund raising, enrollment management, and relations with external constituencies.

Wright State is located in suburban Dayton, Ohio, a region of technical innovation and accomplishment. The university enrolls more than 17,000 students, including over 3,900 in graduate and professional programs. There are approximately 100 undergraduate, over 30 master's, and five doctoral programs. Research and sponsored programs exceeded $15 million in 1990–91.

The College of Science and Mathematics has more than 150 tenured and tenure-track faculty in the Departments of Biological Sciences, Chemistry, Geological Sciences, Mathematics and Statistics, Physics, Psychology, Anatomy, Biochemistry, Microbiology and Immunology, and Physiology and Biophysics. The latter four departments report jointly to the dean of Science and Mathematics and the dean of Medicine. The Ph.D. program in Biomedical Sciences is also jointly administered by the two deans. The college programs enroll 1,550 undergraduate students and 269 graduate students, including 65 in the BMS Ph.D. program. The college faculty have a tradition of productive scholarship recognized during the past year by external funding exceeding $5 million.

The ideal candidate for the position will possess a record of excellence in scholarly research that would meet the qualifications for the rank of professor in a department of the college. Significant administrative experience, including evidence of strong personnel and budget management skills, is required. In addition, the candidate must demonstrate ability as an organizational leader and a community liaison, and a knowledge of and commitment to the instructional mission of a university as demonstrated by a record of quality teaching or other indicators. Salary for the position is competitive, and a starting date is negotiable.

Applicants should provide a *letter of interest addressing the above qualifications, a curriculum vitae, and the names, addresses, and telephone numbers of five references*. Review of applicants will begin on February 17, 1992, but applications will be accepted until the position is filled or June 30, 1992. Send nominations and applications to:

Joseph F. Thomas, Jr.
Dean, School of Graduate Studies
Wright State University
Dayton, OH 45435

Wright State University
Dayton, Ohio 45435

Wright State is an equal opportunity/affirmative action institution.

DEAN
SOUTHERN NEW ENGLAND SCHOOL OF LAW

Southern New England School of Law invites applications and nominations to the position of Dean. SNESL is an independent law school, authorized by the Massachusetts Board of Regents to grant the Juris Doctor degree. It currently has a full-time faculty of eight, supplemented by an adjunct faculty, and an enrollment of approximately 320 students. SNESL operates a part-time "extended week-end" program and will begin a full-time day division in September, 1992. The law school is presently located in New Bedford, Mass., but will be moving to a new building in Dartmouth, Mass., in September, 1992. SNESL is committed to seeking accreditation by the American Bar Association.

The Dean is the chief academic and administrative officer of the school and reports to the Board of Trustees. The Dean has responsibilities in the academic, general administrative, planning, budgeting and fund-raising areas.

Candidates should have outstanding academic backgrounds and prior law school administrative and teaching experience and be familiar with ABA accreditation standards.

The Dean Search Committee will begin reviewing applications and nominations on February 1, 1992. Contact Ira Lipman, Esq., Chairman, Dean Search Committee, Southern New England School of Law, 874 Purchase Street, New Bedford, MA 02740-6232.

SNESL is an Affirmative Action, Equal Opportunity Employer.

Physics: Two Positions. (1) F91/92-25-Experimental Physics Faculty Position. Lecturer, non-tenure track. Beginning Fall, 1992, subject to budgetary approval. Applicants must have minimum of a Master's degree in experimental physics or a closely related experimental discipline and a strong commitment to excellence in teaching introductory undergraduate lecture courses and laboratory sessions with minimum one year's teaching experience. Ph.D. in experimental physics is desired. Options to teach introductory astronomy and physical geography are available; possibility of summer teaching exists when sufficient funds are present. Duties include teaching and developing physics and physical science lecture and laboratory courses. Salary: $23,000 to $27,000 for nine-month appointment depending on qualifications. (2) F91/92-24-Experimental Physics Faculty Position. Assistant Professor, tenure-track. Beginning Fall, 1992, subject to budgetary approval. Applicants must have Ph.D. in experimental physics or closely related experimental discipline and a strong commitment to excellence in teaching introductory undergraduate lecture courses and laboratory sessions. Options to teach introductory astronomy and physical geography are available and possibility of summer teaching exists when sufficient funds are present. Salary: $27,000 to $30,000 for nine-month appointment depending on qualifications. Special consideration will be given to applicants with extensive introductory teaching and laboratory experience who also have experience in development of innovative experimental exercises at the introductory level. Deadline: March 1, 1992, or until position filled. UT-PA is a liberal arts university of 13,000 students. Its students population is predominantly Hispanic and it is located in the warm of extreme South Texas near the Gulf of Mexico and 15 miles from the Texas-Mexico Border. To apply send application, résumé, three letters of reference with telephone numbers and information on experimental research interest and background to Dr. S.G. Gluoco, Chair, Department of Physics and Geology, The University of Texas-Pan American, Edinburg, Texas 78539; (512) 381-3521. EEO/AA Employer.

Production/Operations Management (Correction and Extension.) Nominations and applications are invited for a tenure-track position as Assistant Professor of Production/Operations Management in the Department of Management. Ph.D.'s, DBA's, and ABD's in business, management science, and industrial engineering with expertise in the POM area will be considered. Teaching will embrace graduate and undergraduate courses in operations management and decision making. Salary is competitive. Excellent fringe benefits are available and include TIAA-CREF retirement program. Applications will be accepted until an appointment is made. Letters of application should be accompanied by a current vita as well as the names, addresses, and telephone numbers of three references. Nominations and applications should be sent to: Dr. Daniel J. Power, Professor and Head, Department of Management, University of Northern Iowa, Cedar Falls, Iowa 50614-0125; phone 319-273-6202; fax 319-273-2922. The University of Northern Iowa (UNI) is an EO/AA Educator and Employer.

Psychology: Cognitive Development: The Department of Psychology at Yale University seeks to make a tenured appointment at either the full or associate professor level in the field of cognitive development. Applications from outstanding candidates in all areas of specialization are welcome. The candidate should have an international reputation in his or her area of specialization. We also seek in this candidate someone who can contribute effectively to both the undergraduate and graduate teaching programs of the university. Yale University is an equal opportunity, affirmative action employer and applications from women and members of minority groups are especially encouraged. Applicants should send a letter of application, a curriculum vitae, one copy of selected publications, and should arrange for three letters of recommendation to be sent to Robert J. Sternberg, Chair, Senior Cognitive Development Search Committee, Department of Psychology, Yale University, Box 11A Yale Station, New Haven, Connecticut 06520-7447. Applications must be submitted by March 1, 1992.

Psychology: Clinical Psychologist (Ph.D.). The University of Montana Department of Psychology has an Assistant Professorship (tenure-track) opening beginning September, 1992. Duties include teaching undergraduate and graduate courses in Psychology, conducting research, supervision of clinical practicum, and supervision of MA and doctoral research in an APA-approved clinical program. We are particularly interested in a candidate with a strong commitment to the scientist-practitioner model. Preferred areas of clinical and research interests might include (but are not limited to): a) a family health systems approach with children and adolescents; or b) health and/or rehabilitation psychology. Interested applicants should submit vita, statement of clinical and research interests, all transcripts of graduate work, and three letters of reference to Personnel Committee Chair, Department of Psychology, University of Montana, Missoula, Montana 59812; telephone 406/243-4521. Review of applications and the selection process will begin March 30, but applications will be accepted until the position is filled. The University of Montana is situated in a community of 70,000 located in a scenic Rocky Mountain valley. Noted for its high quality of life, Missoula offers a variety of cultural, recreational, and outdoor opportunities. The University of Montana is an Equal Opportunity, Affirmative Action Employer. Minorities and women are urged to apply.

Psychology: Clinical Psychologist (Ph.D.)/ Director of Clinical Training. The University of Montana Department of Psychology is opening a search for Director of Clinical Training for our APA-approved doctoral program in Clinical Psychology. The appointment will be at the Associate level or above, to begin Fall 1992. We are looking for an individual with good leadership skills and a democratic administrative style. Duties will also include teaching undergraduate and graduate courses in psychology, conducting research, supervision of clinical practicum, and supervision of doctoral and MA research. We are particularly interested in an experienced administrator who is a seasoned scientist-practitioner with a breadth and depth of interests as well as [illegible] program. [illegible] clinical in[illegible] [illegible]ted to: [illegible] psycholo[illegible] Interested ap[illegible]plicants should submit vita, statement of career objectives, and three letters of reference to DCT Personnel Committee Chair, Department of Psychology, University of Montana, Missoula, Montana 59812; telephone 406/243-4521. Review of applications and the selection process will begin March 30, but applications will be accepted until the position is filled. The University of Montana is situated in a community of 70,000 located in a scenic Rocky Mountain valley. Noted for its high quality of life, Missoula offers a variety of cultural and recreational opportunities. In addition, numerous outdoor activities are readily available such as hiking, fishing, skiing, hunting, and kayaking. The University of Montana is an Equal Opportunity, Affirmative Action Employer. Minorities and women are urged to apply.

Psychology: Pacific University invites applications for a full time, tenure track appointment in clinical/abnormal psychology at the assistant professor level, beginning August 1992. Teaching duties include introductory psychology, upper division courses in abnormal psychology, clinical and counseling, and physiological psychology. In addition to normal teaching and advising, the new faculty member may be responsible for supervising some senior research projects. There is also a possibility the selected candidate will undertake some teaching in the Graduate School of Professional Psychology. Ph.D. required. The successful applicant must have a strong commitment to undergraduate teaching at a selective private liberal arts university. Please send letters of application, vitae and/or placement file, and three letters of recommendation by February 14 to: Professor Marshall M. Lee, Chair, Social Science Division, Pacific University, Forest Grove, Oregon 97116. Pacific University is an EOE.

Psychology: Assistant Professor. The Department of Psychology at Fort Hays State University is accepting applications for a tenure-track position in Experimental Psychology at the Assistant Professor level to begin in Fall Semester 1992. Minimum Qualifications: Ph.D. degree in Psychology; ABD will be considered, but retention will depend upon completion of doctorate. Area of specialization within Experimental Psychology (broadly defined) is open, but applicants should have an interest in and potential for excellence in teaching General Psychology and courses in specialty area. Research and scholarship are scholarship are encouraged and expected, but strong emphasis is placed on teaching excellence and commitment to undergraduate education. Interested applicants should send a letter of application; vita; names, addresses and telephone numbers of [illegible] and copies of sc[illegible] [illegible]ard R. Atkinson, [illegible] [illegible]chology Search [illegible] Psychology, Fo[illegible] Hays, Kansas 6[illegible] [illegible]cations must be [illegible] to be assured f[illegible] [illegible]cations will be a[illegible] filled. Fort Hays [illegible] Equal Opportu[illegible] Employer. Wom[illegible] with disabilities [illegible]

Psychology: Rhode Island College. Application deadline extended to March 9, 1992. See January 8 issue.

Psychology: Assistant Professor, Fall, 1992. Christian liberal arts college seeks Ph.D. generalist to teach in [illegible] courses and in [illegible]. Teaching effectiveness, [illegible]ality, and concern for students [illegible]. By February 19, 1992, send résumé, transcripts, and have three letters of reference sent directly to Dr. Sea F. Wade, Vice President and Dean of the College, Florida Southern College, 111 Lake Hollingsworth Drive, Lakeland, Florida 33801-5698. AA/EOE.

Psychology: Eastern Illinois University, Charleston, Illinois 61920. Beginning August 25, 1992. Two positions. (1) Teaching and research in areas of Social and/or Organizational Psychology. Teaching undergraduate courses in Social, Industrial/Organizational, possibly introductory, statistics/research methods. Possible graduate courses in Social and statistics/research methods. Research and scholarly activity required. Doctoral degree in Psychology with specialty in Social and/or Organizational Psychology. Teaching and experience as social psychologist preferred. (2) [illegible] Teaching and research in area of Clinical [illegible]

[illegible]

TENNESSEE BOARD OF REGENTS
ASSISTANT VICE CHANCELLOR FOR ACADEMIC AFFAIRS
(Academic Support Program for Enhancing Student Access and Success)

The Tennessee Board of Regents invites nominations and applications for the position of Academic Vice Chancellor for Academic Affairs. The Board is the governing body for The State University and Community College System of Tennessee, a system of twenty collegiate institutions (six universities, twelve community colleges, and two technical institutes) that enrolls some 150,000 students.

The Assistant Vice Chancellor reports to the Vice Chancellor for Academic Affairs and has primary responsibility for staffing activities aimed at enhancing desegregation in System enrollments and employment; providing leadership for a System-wide program for underprepared students; providing leadership for collaborative activities with the K-12 sector aimed at enhancing student preparation for college; developing and writing staff reports and studies; staffing faculty development activities and faculty tenure and promotion recommendations; and carrying out special projects and routine staff activities as may be assigned by the Vice Chancellor.

Minimum qualifications for the position include an earned doctorate, five years of full-time teaching at the college level, evidence of highly developed analytical and writing skills, evidence of experience in and commitment to remediation and high school-college collaboration, computer skills, analyzing large computerized data bases, and strong interpersonal skills. Other desired characteristics that would increase an applicant's attractiveness are knowledge of and evident familiarity with both the protocols of faculty governance and the characteristics of effective central administration.

Nominations and applications should consist of a letter, résumé, and at least three references with telephone numbers included. Initial screening of applicants will begin on March 15, 1992. The position will remain open until an applicant is selected. Particular emphasis will be placed on identifying qualified minorities and women in the candidate pool. Correspondence should be directed to:

Ms. Debbie Johnson
Assistant Vice Chancellor for Human Resource Development
Tennessee Board of Regents
1415 Murfreesboro Road, Suite 350
Nashville, Tennessee 37217

The Tennessee Board of Regents is an Equal Opportunity, Affirmative Action Employer.

VICE PRESIDENT INFORMATION TECHNOLOGIES

Loyola University Chicago is an independent, private, Jesuit Catholic institution providing the best in quality higher education and health care to students and patients regionally and nationally.

Reporting directly to the Executive Vice President of the University, this position directs the university-wide computing and telecommunication resources in the academic, financial, administrative and medical communities of the university, and serves the needs of faculty, staff and students on five campuses.

The primary responsibility is to serve the user communities by providing leadership, strategic planning and coordination of computing, networking and telecommunications resources. Responsibilities also include management of a staff of over 150 and for an operating budget in excess of $20,000,000. The computing network includes IBM mainframes, various minicomputers, microcomputers and terminals.

Applicants for this position should have a demonstrated history of leadership, success, innovation and fiscal responsibility in the field of information technologies. Extensive experience in the management of a multi-million dollar computer installation, an advanced degree, and a background in an academic, research and medical environment are highly desirable.

Interested candidates should send a letter of application and professional vita to: Deborah L. Holmes, Ph.D., Vice President for Academic Affairs, LOYOLA UNIVERSITY CHICAGO, 6525 N. Sheridan Rd., Chicago, IL 60626. Loyola University Chicago is an equal opportunity employer/educator.

LOYOLA UNIVERSITY CHICAGO

THE UNIVERSITY OF IOWA
Vice President for Research

The Vice President for Research promotes and facilitates research and scholarship and fosters their excellence; strengthens relationships with public and private agencies that support research and other scholarly endeavors; advances the role of the University in economic development; develops research agreements; and formulates and implements policies regarding research, patents, copyrights, and intellectual property rights. The Vice President reports directly to the President.

The Vice President should have an established record of research accomplishment and the capacity to promote research and scholarship and foster their excellence in all areas of a comprehensive research university. Administrative experience is a highly desirable qualification; it is not an absolute prerequisite. Candidates must have the ability to communicate university policies relating to research to all of the University's constituencies, both internal and external. It is important that the Vice President have extensive experience and familiarity with funding agencies.

The Vice President is expected to have a Ph.D., or equivalent degree or achievement, and preferably also experience at a major research organization. It is also preferred that the Vice President qualify for tenure in a University department. The President and the Search Committee are particularly eager to identify qualified women and minority candidates.

Founded in 1847, the University of Iowa is a major public research university with a long-standing commitment to teaching, research, and service. The University of Iowa affords an ambience and rich intellectual climate characteristic of an AAU institution. The campus community is made up of 1,700 faculty, 10,000 staff, and 28,000 students. Historical and innovative work in the fine and performing arts makes the University a major cultural center for eastern Iowa and Western Illinois. Iowa boasts the largest university-owned teaching hospital in the country and serves as a tertiary health care center for the state.

The faculty have brought $1.6 billion in research funding to the University since 1966 ($140 million in 1991) in such areas as cystic fibrosis, atmospheric pollution, space physics, biodegradable plastics, gene mapping, laser science, and ethanol as a future fuel.

The preferred starting date is on or about July 1, 1992. Nominations will be accepted until the position is filled. Screening will begin immediately. Please send nominations or applications to:

Professor Alice G. Fulton, Chair
Search Committee, Vice President for Research
105 Jessup Hall
The University of Iowa
Iowa City, IA 52242

The University of Iowa is an equal opportunity and affirmative action employer.

Cazenovia College

A two- and four-year private college for men and women.

Cazenovia, New York 13035

ACADEMIC VICE PRESIDENT AND DEAN OF THE FACULTY

POSITION: The Vice President and Dean is the chief academic officer of the College. The incumbent provides leadership in developing academic policy. The Vice President is a member of the President's staff. Due to retirement, this position is available in January, 1993.

QUALIFICATIONS: The successful candidate must have an earned doctorate and at least five years of full-time experience in academic administration at the level of dean or higher. Familiarity with public and private funding sources is desirable.

THE COLLEGE: Cazenovia College, founded in 1824, is a thousand student two and four year private college for men and women located in Cazenovia, New York, twenty miles southeast of Syracuse, New York.

APPLICATIONS: Candidates should submit a letter of application (or recommended nominations) containing at least three references and curriculum vitae by March 15, 1992 to:

Hartwell P. Morse, Jr., Exec. Ass't. to Pres.
Joy Hall, Sullivan Street, Cazenovia, New York 13035

EQUAL OPPORTUNITY: Women and minorities are encouraged to apply. Cazenovia College is an equal opportunity employer.

MU Marquette University

Vice President for Student Affairs

Marquette University, an independent, Catholic, Jesuit, coeducational, urban university of 11,400 students located in Milwaukee, Wisconsin, invites applications and nominations for the position of Vice President for Student Affairs.

The Vice President is responsible for the overall management and organization of the University's developmental services provided to students in residence life, student life, counseling, health, physical recreation, and athletics. The Vice President plans and implements with his or her staff, both short- and long-term goals and objectives in support the University's mission as a Catholic, Jesuit university dedicated to pursuing truth, discovering and transmitting knowledge, promoting a life of faith, and developing leadership expressed in service to others. The Vice President, who reports to the Executive Vice President, serves as a vital member of the University's senior management team, supporting the Rev. Albert J. DiUlio, S. J., Marquette's 21st President.

Six departments comprise the area of Student Affairs: student life; residence life; counseling center; health services; physical recreation and intramurals; and intercollegiate athletics. The Vice President is accountable for all fiscal and budgetary matters related to the units within Student Affairs and will supervise the activities of selected committees, student organizations and other related administrative offices.

Qualified candidates will have the ability to translate the University's mission into relevant student-centered and cost-effective programs. The successful candidates for this position will have an advanced degree in a related field and possess:

- a record of strong administrative and supervisory experience related to student affairs;
- excellent student advocacy and interpersonal skills;
- experience in fostering a diverse community of undergraduate and graduate students, faculty, staff, neighborhood groups, and other civic organizations;
- a commitment to enhancing the goals, purposes, and heritage of a Catholic, Jesuit institution of higher education

The expected starting date will be July 1, 1992 or as soon as possible thereafter. Applications will be reviewed beginning February 17th and continue until the position is filled. It is expected that the selection will be made on or before May 1, 1992.

Nominations and applications should be directed to:

Martha Z. Stachitas
Vice President, Executive Search
Barnes & Roche, Inc.
919 Conestoga Road
Building Three, Suite 110
Rosemont, PA 19010
FAX: (215) 527-0381

Marquette University is an Affirmative Action, Equal Opportunity Employer. Women and minorities are encouraged to apply.

The University of Rhode Island

URI seeks applications and nominations for the joint position of

DEAN
of the Graduate School of Oceanography
and
VICE PROVOST
for Marine Programs

The Dean/Vice Provost directs the activities and administers the budget of a leading oceanographic/marine research and educational institution. A distinguished scientist whose research has attracted international respect and a progressive, energetic, and skilled manager is required. Significant experience with ocean research facilities and demonstrated administrative skills in an academic or research setting are preferred. The position requires ability to provide imaginative leadership to promote the state, national and international role of the institution in oceanography and marine programs.

The preferred starting date is July 1, 1992. Candidates should supply a curriculum vitae, a letter of interest detailing qualifications and experience, and names, addresses and telephone numbers of at least four references. The committee will begin reviewing applications on January 30, 1992 and continue until the search is completed. Applications from minority and women candidates are especially encouraged. Salary commensurate with credentials. Applications and nominations should be addressed to: Dr. Richard J. Gelles, Chair, Search Committee, University of Rhode Island, P.O. Box G, Kingston, RI 02881-0806.

[illegible] ment. Requirements for these positions include a Ph.D. or Psy.D. for clinical faculty, a degree from an APA-accredited program and California licensure or eligibility. Rank and salary commensurate with qualifications and experience. Review of applications will begin in February 1992. Please send a cover letter, vita, representative reprints and 3 references to: Raymond Trybus, Ph.D., Provost, California School of Professional Psychology, [illegible] San Diego, California 92121. AA/EOE.

Psychology: [illegible] Sarah Lawrence College [illegible] have a Ph.D. and a strong commitment to teaching undergraduates. Experimental Psychology [illegible]. Please send a résumé, statement of interest, reprints, and letters of recommendation to: Janet Held, Faculty Secretary, Sarah Lawrence College, Bronxville, New York [illegible]. Sarah Lawrence is an equal opportunity employer. Review of applications to begin March 15. Applications may be sub[illegible]

Psychology: Assistant Professor (2 positions). [illegible] Coastal Carolina [illegible] tenure-track [illegible] August 15, 1992. Ph.D. and [illegible] required for [illegible] General/Experimental [illegible] and teaching [illegible] and methodology, statistics, and/or introductory courses is preferred. Position 2. A General/Developmental background with experience teaching a variety of lifespan developmental courses is preferred. USC Coastal Carolina College, a 4-year campus in the University of South Carolina System, is located nine miles west of Myrtle Beach and has approximately 4200 students. Each applicant should submit a letter of application, curriculum vitae, and three letters of reference to Human Resources and Affirmative Action Office, USC Coastal Carolina College, P. O. Box 1954, Conway, South Carolina 29526. Screening of applications will begin on March 15, 1992, and will continue until positions are filled. USC Coastal Carolina College is an EOE/AA employer.

Psychology: tenure-track position: Responsible for teaching general psychology and courses in candidate's specialty area. Duties may include off-campus teaching. Ph.D. in psychology with area of specialization in one of the following: cognitive neuroscience, clinical / psychopathology, social psychology. Demonstrated teaching ability. Rank assistant professor; salary commensurate with qualifications and experience. Send application letter outlining qualifications, résumé, three letters of reference, and selected reprints to: Psychology Search, Affirmative Action Office, Winona State University, P. O. Box 5838, Winona, Minnesota 55987-5838. Screening begins March 20, 1992. An Affirmative Action/Title IX/Equal Opportunity Employer. Women, minorities, disabled individuals are encouraged to apply.

Public Relations: Coordinator of Public Information—Bachelor's Degree in Public Relations or Journalism required; Master's Degree desired. Two (2) years' experience in communications/public relations work required. Salary commensurate with experience and qualifications. The reviewing of applications will begin February 6, 1992 and will be accepted until the position is filled. Women and minorities are especially encouraged to apply. To receive an application and position description, contact: Administrative Services, Columbia State Community College, P. O. Box 1315, Columbia, Tennessee 38402-1315; Phone (615) 388-0120. EOE.

Public Relations/Reporting: Christian liberal arts college seeks Assistant Professor, Fall, 1992. Academic and professional experience, teaching effectiveness, collegiality, concern for students, and master's degree required. Ph.D. preferred. By February 19, 1992, send résumé, transcripts, and have three letters of reference sent directly to Dr. Sea F. Wade, Vice President and Dean of the College, Florida Southern College, 111 Lake Hollingsworth Drive, Lakeland, Florida 33801-5698. AA/EOE.

Radiation Safety: Radiation Safety Manager/Radiation Safety Officer: Assures compliance with University Broad License requirements, coordinates all activities dealing with the use of radioactive materials and ionizing producing machines, participates in the radiation safety training program, evaluates new programs, supervises and reviews activities of five technicians, enforces policies and procedures, reviews/supervises the internal/external dosimetry program and attends committee meetings. Qualifications for this position include a BS degree in one of the sciences with at least five (5) years of progressive experience or an MS Degree with at least three (3) years of related and progressive experience. Degree in health physics is preferred. Managerial abilities essential. Should be knowledgeable regarding the principles, practices, laws and regulations applicable to radiation safety. Should have experience in radioactive waste management, health physics instrumentation, dose evaluation, and internal/external dosimetry. Should be familiar with database, spreadsheet and WordPerfect programs. Candidate must meet requirements for RSO on NRC regulations. Must successfully complete the University Radiation Safety course within six (6) months of employment. Applicants should send résumé, three references to: University of New Mexico, Occupational Safety Department, 1801 Tucker Street, NE, Albuquerque, New Mexico 87131. Attn: Raymond Counselor. Please include salary requirement range. Telephone (505) 277-2753.

Range Management: The Department of Range and Wildlife Management at Texas Tech University invites qualified candidates to apply for a 9-month tenure-track position at the level of Assistant Professor in Range Management starting August, 1992. Summer salary will be dependent on the availability of teaching and research monies. A Ph.D. in Range Management or closely related field is required. Applicants should have a strong commitment to teaching and research. Responsibilities will include teaching Range Plants, Ecology and Conservation of Natural Resources, Seminar at the undergraduate level, and one graduate course. This individual will coach the Range Plant Team. Research is flexible, but should be related to improving rangeland resources and/or wildlife habitat. Applicants should send curriculum vitae, transcripts, description of research interests, and three letters of recommendation by March 1, 1992 (or until position is filled) to: Dr. Fred C. Bryant, Chairman, Search Committee, Department of Range and Wildlife Management, Texas Tech University, Lubbock, Texas 79409-2125. Texas Tech University is an Affirmative Action, Equal Opportunity Employer.

Religious Studies: The Yale Divinity School expects to make a tenured faculty appointment at the rank of Professor or Associate Professor in the field of Old Testament in the Spring of 1992. The appointment will become effective July 1, 1993. The candidate is to be an internationally recognized scholar who is able to teach professional students in the Divinity School and doctoral students in the Department of Religious Studies. The successful candidate is expected to teach Hebrew at an advanced level and to be knowledgeable in critical historical, literary, and theological approaches to the Old Testament. Preference will be given to candidates whose interests and training complement those of the existing faculty. Internal candidates will also be considered. Applications should be addressed to Dean Thomas W. Ogletree, Yale Divinity School, 409 Prospect Street, New Haven, Connecticut 06511-2167. The deadline for application is February 15, 1992. Yale University is an Affirmative Action, Equal Opportunity Employer.

TENNESSEE BOARD OF REGENTS

ASSISTANT VICE CHANCELLOR FOR ACADEMIC AFFAIRS

(Academic Assessment and Planning)

The Tennessee Board of Regents invites nominations and applications for the position of Assistant Vice Chancellor for Academic Affairs. The Board is the governing body for The State University and Community College System of Tennessee, a system of twenty collegiate institutions (six universities, twelve community colleges, and two technical institutes) that enrolls some 160,000 students.

The Assistant Vice Chancellor reports to the Vice Chancellor for Academic Affairs and has primary responsibility for the cyclical review of all academic programs, coordinating System assessment and Performance Funding activities with the campuses, and providing continued and innovative leadership for the System's well established strategic planning program. In carrying out these responsibilities, the Assistant Vice Chancellor provides data analyses, writes studies, and prepares periodic reports for the Board. He or she carries out other special projects as may be assigned by the Vice Chancellor as well as routine staff activities.

Minimum qualifications for the position include an earned doctorate, five years of full-time teaching at the college level, evidence of highly developed analytical and writing skills, computer skills, evidence of experience working with and analyzing large data bases, and strong interpersonal skills. Other desired characteristics that would increase an applicant's attractiveness are knowledge of and evident familiarity with both the protocols of faculty governance and the characteristics of effective central administration.

Nominations and applications should consist of a letter, résumé, and at least three references with telephone numbers included. Initial screening of applicants will begin on March 15, 1992. The position will remain open until an applicant is selected. Particular emphasis will be placed on identifying qualified minorities and women in the candidate pool. Correspondence should be directed to:

Ms. Debbie Johnson
Assistant Vice Chancellor for Human Resource Development
Tennessee Board of Regents
1415 Murfreesboro Road, Suite 350
Nashville, Tennessee 37217

The Tennessee Board of Regents is an Equal Opportunity, Affirmative Action Employer.

Vice President for Academic Affairs DOANE COLLEGE

Doane College seeks nominations and applications for the position of Vice President for Academic Affairs/Academic Dean, the chief academic officer of the college, reporting to the President. The Vice President is responsible for the academic programs, securing and developing faculty and support staff, creating academic budgets, initiating special academic programs and providing leadership for a distinctive college.

Doane College, Nebraska's oldest independent college, enjoys a national reputation for excellence in undergraduate education. The successful candidate must have a clear vision of distinctive undergraduate education and be able to articulate that vision in the context of Doane and be able to move a Long Range Plan forward.

Candidates should understand why other colleges are "emerging" as distinctive institutions. Candidates should understand great teaching and effective learning through liberal arts and pre-professional programs, traditional and non-traditional education, and independent, church-related education. A terminal degree and full-time undergraduate teaching experience are required. The college hopes to fill the position by July 1, 1992. The salary is competitive with Midwestern liberal arts colleges.

Doane College is located in Crete, Nebraska, part of the Lincoln metro area, and serves 720 residential and 600 non-traditional students. Doane enjoys a $25 million endowment and a long history of balanced budgets. In 1987, U.S. News and World Report identified the college as noteworthy among small, liberal arts colleges in the Midwest and West.

Submit nominations and applications to:

Fred D. Brown
President
Doane College
1014 Boswell Avenue
Crete, Nebraska 68333

Applications must include (1) letter from the candidate (two pages), (2) vita, (3) concise work sample (relevant work accomplished by the candidate, e.g. prospectus, proposal, analysis, plan or speech).

AA/EOE

Research: Health Services Researcher. The Department of Veterans Affairs Medical Center in Denver, Colorado has an opening for a Health Services Researcher to conduct risk-adjusted cardiac surgery outcomes for assessment. The researcher will work directly with the Principal Co-Investigators and be responsible for the administration, development of creative subsidies, and validation of data collection instruments for this 5.5 year multi-center study. Qualifications: A Ph.D. in social science discipline and training in research methodology; academic training and/or experience in health services research, clinical epidemiology, sociology, or clinical measurement techniques is desirable. This position will be full-time for two years, with a possibility of extension. Send letter of interest with résumé, reprints of publications, and the names of three references no later than March 1, 1992 to K. E. Hammermeister, M.D., Chief, Cardiology (Attention: Cardiac Research-151), Department of Veterans Affairs Medical Center, Denver, Colorado 80220. A complete position description is available upon request. The Department of Veterans Affairs Medical Center has its principal academic affiliation with the University of Colorado. EOE, M/F/H.

Research/Biochemistry: Senior Research Technologist, 40 hours/week, 9:00 a.m.-5:00 p.m., $22,000/year. Conduct research related to development and diseases of the Central Nervous System (CNS): Biochemical characterization and functional bioassays of the CNS-associated proteins particularly hexabrachion and oligodendrocyte-myelin protein. Expression of the CNS-associated proteins using recombinant DNA technique. Establish cell lines from human neoplasms and subsequent characterization of the cells. Master of Science in Animal Science as well as one year's experience as a Senior Research Technologist or Research Specialist required. Previous experience must include research on neural development, immunocytochemistry, electrophysiology, tissue culture, histological techniques, radionuclide handling and Transmission Electron Microscopy. Must have proof of legal authority to work permanently in the U.S. Send two copies of your résumé to: Illinois Department of Employment Security, 401 South State Street-3 South, Chicago, Illinois 60605, Attention: Ms. Parker, Reference #V-IL-4213-P. No calls. An employer paid advertisement.

Research/Biostatistics: Research Assistant Professor, 40 hours per week, 9:00 a.m.-5:00 p.m., $18,238/year. Clinical biostatistics planning and analysis of research protocols. Evaluation of research data using kinetic modelling for pharmacokinetics including Baysian and stochastic modelling. Teaching of statistics to graduate students. Tools: SAS; SPSSX; Minitab; FORTRAN; UNIX. Ph.D. in Statistics as well as six months' experience as a Research Assistant Professor or Biostatistician required. Previous experience must include: planning/analysis of medical data and clinical trials; FORTRAN; planning/analysis of medical data and clinical trials; FORTRAN; SPSSX. Graduate education must include coursework or projects using stochastic, Baysian, and pharmacokinetic modelling. Additional one academic year teaching statistics to graduate students. Send résumé and copy of this ad to: Department of Economic and Employment Development, 1100 North Eutaw Street, Room #212, Baltimore, Maryland 21201. Job order Number 9049163. Job location: Baltimore, Maryland.

Research / Electrical Engineering: Research Associate—Bioelectromagnetics. Conduct research on biological effects of electromagnetic (low frequency, radio frequency and microwave) radiation on cell cultures and on animals. Calculate radiation wave distribution for determining degrees of radiation absorption by subjects and perform statistical analyses of test and control groups. Hours: 9:00 a.m.-5:00 p.m., 40 hours/week, OT professional. Minimum requirements: Ph.D. in Electrical Engineering; Ph.D. work must have been in field of electromagnetism and wave propagation; must have coursework or equivalent background and proficiency in Biostatistics and Biochemistry and have strong proficiency in performing electromagnetic wave distribution calculations and in operating microwave measurement equipment, particularly microwave network analyzer. Academic work must have included study of in vitro and in vivo effects of radiation on living systems. Must have experience performing research (at grant-sponsored level) in field of electromagnetics and have published in peer-reviewed journals. Must know how to culture cells. Send résumés to Dr. S. Cleary, P. O. Box 551, MCV Station, Richmond, Virginia 23298.

Research/Genetics: Research Associate. Conduct study of the molecular regulation of mitochondrial antioxidant gene expression in eukaryotic cells; prepare southern blot and northern blot as well as hybridization; conduct cDNA cloning with PCR technique. Tissue culture technique is required. Applicant must have demonstrated excellence in original research in establishing and screening genomic libraries with specific expertise in cosmid libraries, thorough proficiency in recombinant DNA techniques including subcloning, DNA sequencing and restriction mapping; must be willing to work flexible hours including some weekend hours. Applicant must have a Ph.D. in genetics. 40 hours/week, $25,000 per year. Respondent must presently be eligible for employment in U.S. Send résumé to Missouri Job Service, 505 Washington Avenue, St. Louis, Missouri 63101. Attention: J. Ooston, refer to Job Order #533063.

Research/Health Science: Health Science Research Assistant I, 40 hours/week, 9:00 a.m.-5:00 p.m., $16,800/year. The primary responsibility of this position is to assist and perform scientific experiments conducted in an immunology laboratory. Specific responsibilities include the cloning of specific genes from recombinant DNA sources, DNA sequencing, preparation and analysis of recombinant DNA molecules, preparation of DNA and RNA from variety of sources, preparation and processing of agarose gels for analysis of DNA and RNA, radiolabelling of DNA molecules for use as probes, care and maintenance of cell cultures, preparation and analysis of human and animal cells by flow cytometry. Additional responsibilities include the preparation of laboratory solutions and bacteriological media, as well as maintenance of lab equipment. A Master's degree in biology, botany, or a related discipline is required. Special requirements include a minimum of one undergraduate course requiring laboratory or Practicum preparation and a minimum of one college level course each in the areas of microbiology, cell biology, genetics, and biochemistry. Employer paid advertisement. Send résumés to 7310 Woodward Avenue, Room 415, Detroit, Michigan 48202. Reference number 10521.

Research / Immunology: Research Associate: To conduct molecular and cellular analysis to test the efficacy of oral, viral and bacterial vaccines for priming and stimulating a mucosal immune response in gnotobiotic mice. Study development of Peyer's Patch germinal centers using immunofluorescence, immunohistochemistry and tissue-culture techniques. Participation in under graduate teaching and pre-doctoral mentoring. Requires: Ph.D. in Immunology. Also two years of post-doctoral training in the job to be performed and at least two years of teaching experience. Salary $25,000. Submit résumé to The Philadelphia Job Bank, 444 North Third Street, Third Floor, Philadelphia, Pennsylvania 19123; refer to job order #4382350.

Research/Medical Physics: Medical Physics—Research Associate. Conduct research concerned with combining information from multiple modality medical image data sets of human organs with rigid or deformable shapes, such as head, thorax, and abdomen, which have been generated from Computed Tomography, Magnetic Resonance Imaging, and Position Emission Tomography. The shapes of human organs contained in the volumes of three dimensional medical image data may be represented by scale invariance properties. Develop mathematical models for correlation of three dimensional image data sets of rigid or deformable human organs using elasticity theory, scale invariance theory, and other methods of mathematical physics. Develop computer analysis and display algorithms associated with the mathematical models to match three dimensional image data sets of different modalities. Estimate uncertainties to test validity of the mathematical models derived using statistical methods. Apply these multimodality images in radiation therapy planning. Must have completed a Ph.D. degree in Physics. Must have a strong background in using elasticity theory, scale invariance theory and other methods of mathematical physics and computers to solve complex nonlinear problems. Must have extensive experience in numerical analysis using statistical methods. Must have at least four years of experience in the use of computers, including extensive use of C and Fortran programming languages, Unix and VMS operating systems, X-window system, computer graphics, SUN and VAX computers. Hours: 8:30 a.m.-5:30 p.m. 40 hours per week at $30,000 per year salary. Must have proof of legal authority to work permanently in the U.S. Please send 2 copies of résumés to: Illinois Department of Employment Security, 401 South State Street—3 South, Chicago, Illinois 60605, Attention: Alan S. Smith, Reference #V-IL 4669-V. No Calls. An Employer Paid Advertisement.

EXECUTIVE DIRECTOR (Development)

Louisiana State University

Baton Rouge, LA 70803

Louisiana State University and Agricultural and Mechanical College invites applications and nominations for the position of Executive Director of Development for the LSU Foundation.

The primary responsibilities of the position are the overall leadership and management of the fund-raising efforts of the LSU Foundation, which includes developing major gifts, and corporate relations. LSU has an alumni base of 114,000 and excellent ties with individual and corporate entities within and outside of the State of Louisiana. The candidate should possess appropriate degrees and a demonstrated success record of fund raising, preferably in a university environment.

LSU's main campus is located in Baton Rouge, the capital city of Louisiana, and is about 80 miles from New Orleans, a major tourist attraction of historical and cultural significance. The flagship university of the state, LSU has a Research I classification. Its student enrollment was 25,307 in 1990-91, and its budget for 1991-92 is $225,000,000.

The Search Committee will review applicant's materials on March 1 and applications will be considered until position is filled. To ensure consideration, all applications should be received by March 1. Applicants should provide a current résumé and the names, addresses, and telephone numbers of three references. Applicants should send a letter of interest and a current résumé to:

Mr. Henry Goodrich, Chairman
Foundation Executive Director Search Committee
Office of the Chancellor
Louisiana State University
155 Thomas Boyd Hall
Baton Rouge, LA 70803

LSU IS AN
EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER.

Vice President for Administrative Services

UNIVERSITY OF UTAH

Nominations and applications are invited for the position of Vice President for Administrative Services. The University of Utah is a major, national research university with a Health Sciences Center and has 15 colleges with more than 26,000 students. The University is located at Salt Lake City on a 1,425-acre campus and has an annual expenditure budget of $700 million.

RESPONSIBILITIES: The Vice President for Administrative Services reports to the President and serves as the University's Chief Financial Officer. The Vice President has primary responsibility for the management and operational oversight of financial and accounting services, internal audit, administrative data processing and information systems, auxiliary enterprises, public safety, personnel services, physical plant operations, facilities planning and construction, and the University Research Park, which in the aggregate have annual operating budgets exceeding $68 million. The Vice President interacts frequently with legislative committees and the University's governing boards, and serves on the governing boards of several University foundations and institutes.

QUALIFICATIONS: Preferred qualifications include an advanced degree in business, education administration, or related fields as well as pertinent professional certifications, and have relevant senior level experience in university administration and financial management in a large research university setting. The successful candidate will have experience in coordinating diverse activities within a complex management structure and demonstrated competence in leadership, communication, planning, and constructive interaction with various constituencies. Salary will be commensurate with experience and qualifications.

APPLICATIONS: The position has a targeted start date of July 1, 1992. Nominations and applications addressing stated qualifications, along with a complete résumé and names, addresses, and telephone numbers of at least four references, should be sent to: Gary H. Hughes, Chair, Vice President for Administrative Services Search Committee, 2743 University Hospital, University of Utah, Salt Lake City, Utah 84132. Screening by the committee will begin no later than February 17, 1992 and will continue until the position is filled.

An Affirmative Action, Equal Opportunity Employer

ASSOCIATE PROVOST FOR ENROLLMENT MANAGEMENT

The University of Dayton invites applications and nominations for the position of Associate Provost for Enrollment Management. Persons seeking this position should be prepared to contribute to the mission of the institution as a key member of the University's planning and management team.

The University: The University of Dayton, a Catholic coeducational institution founded by the Society of Mary (the Marianists) in 1850, offers a wide variety of undergraduate programs as well as numerous master's and several doctoral programs to nearly 11,000 students. Over 6,500 full-time undergraduates are enrolled in the College of Arts and Sciences, the School of Business Administration, the School of Education, and the School of Engineering. The University of Dayton is the largest independent university in the State of Ohio, and the eighth largest Catholic university in the nation. Located on the edge of the city, the 112-acre campus offers a rich living and learning environment for an essentially residential student body. The Dayton metropolitan area has a population of over [illegible], and offers many cultural, recreational, and athletic amenities.

The Position: The Associate Provost for Enrollment Management reports directly to the Provost and is responsible for the overall management and leadership of all aspects of undergraduate student recruitment, admission, scholarships and financial aid. The enrollment management team includes four experienced directors and forty dedicated professionals. As a member of the President's Educational Leadership Council and the Provost's Council, the Associate Provost participates in major University decision-making. The Associate Provost is responsible for all budgets under his or her supervision and coordinates retention studies and planning.

Qualifications: Candidates must have substantial experience in the development and implementation of recruitment and enrollment strategies, a strong background in staff management, and the skills to plan and supervise large budgets, especially in the area of financial aid. Candidates should be able to empathize with the educational and religious traditions of the University, and be able to project its strength and character to a diverse clientele. Candidates must have a bachelor's degree, with preference given to graduate degree holders.

Applications and Nominations: The committee will begin review of applications and nominations on February 26, 1992, and will continue its deliberations until the position is filled. The goal is to have the successful candidate begin service by June 1, 1992, if possible. To be considered for the appointment, candidates should submit a letter of application, a resumé, and a list of four references to:

Patrick [illegible] Palermo, Ph.D.
Chair, Search Committee On Associate Provost for Enrollment Management
Box [illegible], University of Dayton, Dayton, OH 45469-[illegible]

The University of Dayton

The University of Dayton is an Equal Opportunity, Affirmative Action Employer

UNIVERSITY OF SOUTHERN MISSISSIPPI

Vice President for Business and Finance

The University of Southern Mississippi, with budgets in excess of $100 million, invites nominations and applications for the position of Vice President for Business and Finance. As chief financial officer, the Vice President for Business and Finance reports directly to the President of the University and is responsible for the supervision of all financial and budgeting areas as well as personnel services, physical plant, purchasing, and several auxiliary services.

Preferred qualifications include a doctorate in a discipline related to the position and professional certification (e.g., CMA, CPA, etc.), exceptional skills in financial planning and management as well as substantive experience in these broad areas of financial affairs for an institution of higher learning. Minimum qualifications include demonstrated competence in communication, fiscal management, planning, fund accounting, financial reporting, and general management skills, as well as experience with state and federal financial reporting systems. The successful candidate must also be capable of interacting constructively with all constituencies within and outside the University.

The University and community provide an attractive place to work and live. The University of Southern Mississippi is a comprehensive public institution of higher learning with an enrollment of over 13,000 students. The institution offers baccalaureate, master's, specialist's, and doctoral degrees. Located in Hattiesburg, Mississippi, the University is in a community which provides the faculty, staff, and students the benefits of a well-developed regional retail and medical center. Hattiesburg has a population of approximately 50,000 citizens and in a national study was recently named the sixth best "micropolitan area" of the United States.

Nominations or letters of application (including résumé) should be sent to Dr. Clyde Ginn, Chair of the Search Committee, Southern Station, Box 5177, The University of Southern Mississippi, Hattiesburg, MS 39406. Applications postmarked after February 15th, 1992, will not be accepted. It is anticipated that the selection process will be completed in the spring of 1992.

The University of Southern Mississippi is an Affirmative Action, Equal Opportunity Employer

THE UNIVERSITY OF TEXAS AT BROWNSVILLE

Vice President for Academic Affairs

The University of Texas at Brownsville seeks an energetic, progressive administrator who can provide leadership and vision to the university and its community college partner, Texas Southmost College. The Vice President for Academic Affairs is the chief academic officer of the University and is responsible to the President for all operations relative to educational policy, academic planning, instructional programs and faculty personnel actions. The University seeks an experienced leader and colleague for the faculty, an intelligent and articulate member of the senior management team, and a forceful advocate of innovation in classroom teaching, curricula design, and new program development.

The Vice President for Academic Affairs directs and supervises all instructional programs at the University including the College of Liberal Arts, the College of Science and Mathematics, the School of Business and Industry, the School of Health Sciences, the School of Education, and the Division of Continuing Education. The University serves 7,200 undergraduate and 300 graduate students with 202 full-time faculty. Associate degrees are offered in academic transfer and occupational and technical programs through Texas Southmost College. Bachelor's degrees are offered with majors in Biology, English, Mathematics, Political Science, Sociology, Spanish, History, Criminal Justice, Business Administration and Education. Master's degrees are offered in Interdisciplinary Studies, Business and Education.

The University of Texas at Brownsville is one of fifteen component institutions operated by the University of Texas System. It is located on the southern tip of the state of Texas, 20 miles from the Gulf of Mexico and one block from the Texas-Mexico border. Its most unique characteristic is a recently formed partnership with Texas Southmost College, a comprehensive community college located on a shared campus in Brownsville, Texas. The partnership allows for the university and the community college to operate with a consolidated administrative structure, combined faculty and a shared teaching mission to provide for continuity in curriculum, efficient use of resources, and high quality instructional programs.

Qualifications: include an earned doctorate, successful college teaching experience, the ability to communicate effectively, a minimum of five years' administrative experience and a proven record of leadership in promoting educational innovation and improvement.

Salary: Competitive and commensurate with qualifications and experience.

Starting Date: Preferably, early spring.

Application Deadline: Completed applications containing a letter of application, résumé/vita, and three letters of recommendation should be received by January 31. Candidates invited for interview may be required to submit additional information by the Search Committee. Applications should be sent to:

Office of the President
ATTN: Vice Presidential Search Committee
The University of Texas at Brownsville
80 Fort Brown
Brownsville, Texas 78520

The University of Texas at Brownsville, in partnership with Texas Southmost College, is an Affirmative Action, Equal Opportunity Employer

ASSOCIATE CHANCELLOR

Chief Business & Operations Officer

San Mateo County Community College District

The Board of Trustees and Chancellor of the San Mateo County Community College District invite nominations and applications for the position of Associate Chancellor for business and administrative services, including fiscal services, human resources, plant and facilities operations, and auxiliary services. This is an excellent career opportunity for a dynamic manager.

The District is located in the San Francisco Bay Area, which is noted for its rich cultural diversity and civic and business vitality. The District's 3 colleges enroll approximately 32,000 students, served by more than 1,000 full-time equivalent faculty and staff. Currently, the District operates on a general fund budget of $71 million.

The 3-step salary schedule for Associate Chancellor is $86,255 to $96,107. The District also offers a generous benefit package.

Application deadline is February 21, 1992. Please request the job announcement and application information from the search consultant.

Paula Carabelli
Senior Vice President
IRA W. KRINSKY & ASSOCIATES
800 Westgate Street
Pasadena, CA 91103
Phone: (818) 568-3311, FAX: (818) 568-1656

The District is an Equal Opportunity, Affirmative Action Employer.

Medical Physics (continued): Develop mathematical models for correlation of three dimensional image data sets of rigid or deformable human organs using elasticity theory, scale invariance theory, and other methods of mathematical physics. Develop computer analysis and display algorithms associated with the mathematical models to match three dimensional image data sets of different modalities. Estimate uncertainties to test validity of the mathematical models derived using statistical methods. Apply these multimodality images in radiation therapy planning. Must have completed a Ph.D. degree in Physics. Must have a strong background in using elasticity theory, scale invariance theory and other methods of mathematical physics and computers to solve complex nonlinear problems. Must have extensive experience in numerical analysis using statistical methods. Must have at least four years of experience in the use of computers, including extensive use of C and Fortran programming languages, Unix and VMS operating systems, X-window system, computer graphics, SUN and VAX computers. Hours: 8:30 a.m.-5:30 p.m. 40 hours per week at $30,000 per year salary. Must have proof of legal authority to work permanently in the U.S. Please send 2 copies of résumés to: Illinois Department of Employment Security, 401 South State Street—3 South, Chicago, Illinois 60605, Attention: Alan S. Smith, Reference #V-IL 4669-V. No Calls. An Employer Paid Advertisement.

Research/Physics: Senior Research Scientist. Candidate will be engaged in research on the theory of direct methods in crystal structure determination from X-ray diffraction data of biochemical molecules of greater than 200 atoms. Must have at least five years' experience in research in diffraction Physics and the Mathematics and Theory of Direct Methods of Crystal Structure Determination as evidenced by publications in refereed journals. M.S./Ph.D. in Physics with emphasis in X-ray Diffraction. Five days, 37.5 hours/week, $[illegible]/year. Apply with résumé and three letters of recommendation to Dr. Jane F. Griffin, Molecular Biophysics Department, Medical Foundation of Buffalo, 73 High Street, Buffalo, New York 14203-1196.

Research/Physics: Research Scientist. Will perform advanced scientific research on surface structure determination and surface magnetic properties by simulating multiple scattering in the solid surface region and comparing computational results with experimental data of low energy electron diffraction, low energy positron diffraction and photoemission spectroscopy. Will perform first principles self consistent band structure calculation to construct highly precise full potential of metals, alloys and semiconductor compounds for carrying out further research. Will design and implement computer software related to spin-polarized, fully relativistic multiple scattering method for photoemission spectroscopy. Requires Ph.D. degree in physics. Education to include completion of a Ph.D. thesis in carrying out full potential first principles band structure calculation for metals and alloys. Research experience must include self consistent first principles full potential calculation and surface structure determination by analyzing low energy electron diffraction and photoemission multiple scattering intensity spectra. Must also have experience using CRAY YMP or Cray 2 supercomputers. Hours: 8:00 - 5:00, 40 hours per week, at $18,000 per year salary. Please send résumé to: Milwaukee Central Job Service Office, Attention: Bernice Kimbrough, 819 North 6th Street, Room 120, Milwaukee, Wisconsin 53203. Telephone number: (414) 227-4222. Job Order #0536193. An Employer Paid Advertisement.

Research/Soil Science: Research Associate. Develop screening protocols to obtain fungal and bacteria isolates from soils that have capability to degrade polynuclear aromatic hydrocarbons (PAH's), determine methods to apply these and other isolates in soil systems to accelerate rate and extent of PAH degradation, determine optimal environmental conditions for maximizing activity, and develop protocols to determine interactions between added substrates and organisms with indigenous microflora, and contaminating PAH. Determine the aeration requirements and other physical conditions necessary to optimize PAH degradation in contaminated soils. Ph.D. in Soil Science. Dissertation must be in area of soil microbiology. One graduate course in each Mycology; Microbial genetics; and Advanced soil microbiology. Two publications in the area of microbiology. 8-5 Monday-Friday; $29,715/year. Send résumé to 7310 Woodward Avenue, Room 415, Detroit, Michigan 48202. Reference Number 10791. Employer paid advertisement.

Research / Statistics: Assistant Research Statistician. The University of California invites applications for an opening as an Assistant Research Statistician to conduct research devoted to medical studies. Applicant must have a Ph.D. in Mathematics or Statistics with proven knowledge of basic statistics (contingency tables, power analysis, ANOVA, linear regression, nonparametric analysis methods) and advanced statistics (logistic regression, CART, factor analysis, cluster analysis, repeated measures, survival analysis, and nonlinear regression as applied to fitting of pharmacokinetic models). Experience using this statistical knowledge in medical studies preferred. Salary range is based on University of California salary scales. Applications, including curriculum vitae and the names of at least three references should be received by March 1, 1992. Immigration status of non-citizens should be stated in the dossier. They should be sent to: J. Kirsch, Laboratory for Mathematics and Statistics, 0112-A, University of California at San Diego, La Jolla, California 92093-0112. The University of California at San Diego is an Equal Opportunity, Affirmative Action Employer and specifically seeks candidates who can make contributions to an environment of cultural and ethnic diversity.

Residence Life: University of North Carolina at Greensboro-Doctoral Fellowships in the Office of Residence Life. The fellowship is designed to provide significant leadership and management experience to qualified doctoral students enrolled in degree programs in the School of Education. Fellows will work with Associate Director staff on an annual rotation in the areas of student development, personnel, and operations and finance. Fellows must be accepted into a terminal degree program at UNCG and should have previous work experience in student affairs, preferably in student housing. Appointments are 12 months, beginning July 1 and are based on a 20-hour work week. Compensation includes an $11,000 starting salary and an out-of-state tuition differential (approximately $5000 annually). Candidates should submit a letter of application, current résumé, three letters of recommendation, previous graduate transcripts and a copy of GRE scores to: Elaine Manuel, University of North Carolina at Greensboro, Office of Residence Life, 1000 Spring Garden Street, Greensboro, North Carolina 27412-5001. For earliest consideration, apply by March 1992. Applications will be reviewed until positions are filled. Representatives at SEAHO, Oshkosh, ACPA, and NASPA. Equal Opportunity Employer.

Russian: University of Delaware—Assistant Professor of Russian—The University of Delaware is seeking an Assistant Professor of Russian, full-time, tenure-track, beginning September 1, 1992. Required are Ph.D. in hand, native or near-native fluency in both Russian and English, strong commitment to research, and teaching experience. Specialization: Russian language, culture and civilization. Incumbent will teach culture and civilization courses in Russian and English, Russian language courses at all levels, some literature in Russian and English. Desirable are publications, knowledge of other Slavic/Baltic languages, experience in directing study abroad programs, ability to apply technology to foreign language instruction. Send application (letter, curriculum vitae, three recommendations, graduate transcripts, telephone numbers) by March 27, 1992 to: Theodore Braun, Department of Foreign Languages and Literatures, University of Delaware, Newark, Delaware 19716. The University of Delaware is an Equal Opportunity Employer which encourages applications from qualified minority group members and women.

Secondary Education: Science/Computer Education. Assistant Professor for Fall 1992. Requires doctorate in Science Education and a minimum of three years of successful experience as a teacher of science in public secondary schools; some college experience in science education is desirable, as is competence in a supporting area such as educational foundations, educational measurement and evaluation or a science discipline. Send résumés to: Dr. E. Hofmeister, Box 10C, The College at New Paltz, New York 12561. Review begins immediately and continues until position is filled. AA/EOE.

Sociology: Franklin and Marshall College invites applications for a two-year visiting appointment. Preferred areas of teaching expertise include, but are not limited to, Family, Life Course, Religion, Culture, Urban, and Research Methods. A strong commitment to teaching excellence at the undergraduate level is essential. Send letter of application, also, evidence of teaching ability, and the names of three references by March 1, 1992 to: Howard L. Kaye, Chair, Department of Sociology, Franklin and Marshall College, Lancaster, Pennsylvania 17604-3003. Franklin and Marshall has demonstrated a commitment to promoting pluralism through the hiring of women and minorities and encourages all interested individuals to apply. AA.

African Studies Association and Emory University

The African Studies Association and Emory University seek an Africanist for a joint position as Associate Director of the ASA and Assistant Professor in Emory College.

Responsibilities: Serve half-time as Associate Director of the African Studies Association. Plan and arrange conferences, direct the Association's International visitors program, and supervise member and public services. Teach half-time at the rank of Assistant Professor, offering courses in African studies. The discipline and regional specialization are open. However, some preference will be given to candidates from the following disciplines: literature, religion, performing arts and sociology. The position is not tenure track. An initial three-year contract will be renewable for a minimum of an additional two years.

Qualifications: Ph.D., administrative ability and experience required. Teaching experience and publications desirable.

Applicants should send a letter of interest, curriculum vitae and three letters of recommendation to: Edna G. Bay, Chair, Search Committee, African Studies Association, Credit Union Bldg., Emory University, Atlanta, GA 30322. For full consideration, applications should be received by March 15, 1992. Emory University and the African Studies Association are equal opportunity, affirmative action employers.

Assistant Vice Chancellor Financial Services

The University of California, San Diego, invites applications or nominations for the position of Assistant Vice Chancellor for Financial Services. As the Chief Financial Officer of the campus, you will be responsible for general accounting, loan administration, payroll, disbursements, extramural fund management and cashier operations. You will also oversee a full-time staff of 153 and an annual budget of $6.5 million. This position is one of eight senior positions reporting directly to the Vice Chancellor for Business Affairs.

The successful candidate will possess a demonstrated record of leadership, organizational effectiveness and progressively responsible financial management experience, preferably in higher education or other public institutions. Special emphasis will be placed on professional experience which reflects on understanding of the higher education academic environment, sponsored programs and revenue-based operations. A Master's degree in Business Administration, Finance or related discipline is preferred. Strong written and verbal communication skills along with commitments to affirmative action, creative problem-solving and imaginative approaches to achieving University goals are essential. Salary is negotiable and commensurate with experience.

UCSD ranks as one of the top ten research universities in the United States. With enrollment exceeding 17,000, UCSD has over 1,200 acres of land, 300 buildings and an annual operating budget exceeding $800 million. The campus is home to a large health sciences program, including a 450-bed medical center and medical school, the Scripps Institution of Oceanography and 5 residential colleges.

For consideration, please send resume and/or letters of nomination by 3/10/92, to: Thomas R. Leet, Manager of Campus Personnel Services, UCSD, 9500 Gilman Dr., Mail Code 0922, La Jolla, CA 92093-0922. AA/EOE.

UCSD

VICE PRESIDENT FOR UNIVERSITY ADVANCEMENT

LeTourneau University

POSITION DESCRIPTION: Senior University Advancement Officer reporting directly to the President. Oversees all development/advancement functions of the University. Includes capital fund drives, major donor development, annual fund, planned giving and corporate and foundation relations. Coordinates Alumni Relations and overall University Relations programs.

QUALIFICATIONS: Minimum bachelor's degree, advanced degree preferred. Successful leadership in higher education or comparable development/advancement programs with several years of progressively responsible experience. Good communication skills and positive personality traits. Good administrative and organizational abilities. Commitment to Christian higher education and a maturing personal Christian faith.

AVAILABILITY AND COMPENSATION: Desired starting date is July 1. Salary and benefits are competitive, dependent upon experience and qualifications. Processing of applications will begin immediately and will be accepted until the position is filled. Early application is advised. Candidates who are in agreement with the educational mission of the University are considered for employment without regard to race, age, sex, handicapping conditions, or national origin.

Submit letters of application or nomination to:

Chair, Vice Presidential Search Committee, Office of the President
LeTourneau University
P. O. Box 7001, Longview, TX 75607-7001

ABOUT THE UNIVERSITY: Growing, dynamic, fully accredited, coeducational, nondenominational, evangelical Christian university offering programs in the liberal arts and sciences, business, education, and with particular emphases in engineering, engineering technology, and aviation technology. Located in Longview, a progressive city of 73,000 nestled in the pine-forested hills and lakes of East Texas between Dallas and Shreveport LA. The main campus and several extension sites in the region, including the Dallas Metroplex, have a total enrollment of more than 1500 students. The University has a quality student body and is committed to the integration of faith and excellence in education.

WINTHROP COLLEGE
1886

Executive Director of Development

Winthrop College, founded in 1886, is a selective, comprehensive, residential institution recognized as one of the outstanding public colleges in the region. Emphasis is placed on excellence in undergraduate instruction. The 418-acre campus is located in Rock Hill, South Carolina, a thriving community 20 miles south of Charlotte, North Carolina. More than 5,100 students are enrolled in Winthrop College in 100 undergraduate and graduate degree programs.

The College invites applications for an energetic and experienced professional for the Executive Director of Development position who will report to the Vice President for External Relations. The Executive Director will provide managerial direction and coordination for a comprehensive development program which includes but is not limited to: Advancement Research, Annual Fund, Corporate Relations, Foundation Relations, Major Gifts, Planned Giving, Development Events, Capital/Major Gifts Campaign. The Executive Director of Development works with a highly skilled and energetic staff in the identification, cultivation, and solicitation of donors.

Candidates must have a thorough understanding of and appreciation for quality public higher education. A bachelor's degree and extensive fund-raising experience are required in an intermediate managerial position with responsibility for budget planning and control, supervision of other managerial positions, program planning and forecasting. A graduate degree and/or attendance at management institutes and/or seminars of graduate level content is preferred. Knowledge of development and trends in the fund-raising field is necessary. Past performance history should indicate a preparedness for assuming a senior management position and directing a campaign. Excellent written and verbal skills a must.

Applications will be accepted until position is filled; review of applications will begin on February 12, 1992. Candidates should send a letter of interest, résumé with salary history, and names, addresses and phone numbers of three professional references. Salary is competitive.

Applications may be sent to Mr. E. T. Glass, Personnel Department, Winthrop College, Rock Hill, South Carolina 29733.

Winthrop College is an equal opportunity, affirmative action employer.

PROVOST AND VICE CHANCELLOR FOR ACADEMIC AFFAIRS

University of Wisconsin-Whitewater

Nominations and applications are invited for the position of Provost and Vice Chancellor for Academic Affairs of the University of Wisconsin-Whitewater.

The University of Wisconsin-Whitewater is one of 13 four-year institutions in the University of Wisconsin System. The University, which was founded in 1868, is located in the city of Whitewater (population 12,000). Whitewater is situated in the beautiful Kettle Moraine region of southeastern Wisconsin, and is within easy driving distance of Madison, Milwaukee, and Chicago. It has a student enrollment of 10,459, 417 FTE faculty, 238 academic staff, 356 classified staff, and an annual budget in excess of $71 million.

The University offers a variety of graduate programs at the master's level and an array of undergraduate programs in its four colleges: Arts, Education, Letters and Science, Business and Economics. UW-Whitewater has as its select mission to provide supportive services and programs for students with disabilities; serve as a regional cultural and resource center, and provide continuing education and outreach programs.

The Provost and Vice Chancellor for Academic Affairs is the chief academic officer of the university and is responsible for planning, development, coordination, review, and administration of all academic programs. The Provost is responsible for unclassified personnel matters and is the ranking university officer who acts in the absence of the Chancellor. Reporting to the Provost are the Associate Vice Chancellor, the Assistant Vice Chancellor for Administration, Academic Support Services, and the Registrar, Deans of the four colleges, the Graduate School, Continuing Education, Extension and Summer Session, and Library and Learning Resources.

The qualifications sought in the Provost include an earned doctorate and credentials as a Teacher/Scholar qualifying the candidate for a professor rank in an academic department; signficant administrative experience beyond the department level; commitment to excellence in teaching, research, service, affirmative action, Design for Diversity, shared governance, and good personnel administration; interpersonal skills to work effectively with all constituencies of the university to achieve the goals of the university.

The Provost will administer the academic programs of the university in consultation with the Deans; maintain existing programs and develop new academic programs in cooperation with the appropriate curricular and planning bodies; oversee the appointment and career development of faculty and academic staff; plan and allocate resources and chair long-term planning efforts; ensure a vigorous and effective affirmative action program; and, along with the Chancellor, represent UW-Whitewater within the UW System and before agencies, and constituencies outside the UW system.

Salary is competitive and dependent upon credentials and experience. Applications and nominations required by January 24, 1992 to

Ruth Schauer, Chair, Search Committee
Library Administration Room 2301
UW-Whitewater
Whitewater, WI 53190

A complete application packet consists of a letter of application, current resume, three letters of recommendation and all transcripts.

An alphabetical list of all nominees and applicants, without identifications, may be released following the closing date.

UNIVERSITY OF WISCONSIN-WHITEWATER IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER. WOMEN, MEMBERS OF MINORITY GROUPS, PERSONS WITH DISABILITIES AND VIETNAM ERA VETERANS ARE ENCOURAGED TO APPLY.

PALM BEACH ATLANTIC COLLEGE

Vice President for Academic Affairs

Applications and nominations are invited for the position of Vice President for Academic Affairs of Palm Beach Atlantic College. Candidates should be experienced academic leaders who will serve as strong advocates for the academic programs both within the college community and various external constituencies. Candidate's must possess a doctorate in an appropriate academic discipline, be proven scholars with significant academic credentials, have substantial experience in college or university administration, have a record of dynamic leadership, have a strong personal Christian faith commitment. Preference will be given to candidates who demonstrate an appreciation for a privately supported college in the Special tradition, successful teaching, research and publication, and initiative in developing and promoting new educational programs. The Vice President for Academic Affairs reports to the President. Reporting to the Vice President for Academic Affairs are the academic division chairpersons, registrar, librarian, and other academic administrative officers.

The position is available June 1, 1992. The application deadline is March 1, 1992.

Palm Beach Atlantic College is a comprehensive liberal arts college of 1,500 students located on the intracoastal waterway in downtown West Palm Beach, Florida.

Please submit résumé or letter of nomination to:

Carey C. Newman
Chair, Screening Committee
Palm Beach Atlantic College
P. O. Box 24708
West Palm Beach, FL 33416-4708

Palm Beach Atlantic College is an Affirmative Action, Equal Opportunity Employer.

Sociology / Criminal Justice: Instructor, Kent Community College which is a part of Kansas State University Community College District anticipates an opening for a full time instructor for fall of 1992. A minimum of a Master's degree in Sociology or related field and substantial course work in criminology will be required on a regular basis. Other courses to be taught may include Principles of Sociology, Criminal Law, Office of Corrections. Prior teaching of college level courses is preferred. Deadline for applications is March 15. Direct inquiries and inquiries to: Human Resources Department, 206 West Barclay, Davenport, Iowa 52801. EOE.

Spanish Assistant Professor of Spanish, Texas Tech position, M.A. required, Ph.D. preferred with native or near native fluency. Duties include teaching introductory and intermediate courses. Date of appointment, September, 1992. Send letter of application, curriculum vitae, three letters of recommendation, and official transcripts to Lenemaja Friedman, Chair, Language and Literature, Columbus College, Columbus, Georgia 31993. Deadline: March 20, 1992 EO/AAE

Spanish: Anticipated non tenure track position. Doctorate preferred, master's required. Teach grammar, composition, literature and language experience desirable. Prefer college experience desirable. Senior faculty applications encouraged. Provide leadership for developing language program. Salary negotiable, application deadline March 13, 1992. Submit application and résumé to Personnel Services, Northeastern State University, Tahlequah, Oklahoma 74464. EOE/AA.

Spanish: Tenure-track position. Responsible for teaching elementary and intermediate Spanish; curriculum/program development. Duties may include off-campus teaching. Ph.D. required. ABD considered if Ph.D. must be completed by September, 1992. Fluency in Spanish and English required. Rank assistant professor; salary commensurate with qualifications and experience. Send application letter, résumé, three letters of reference, unofficial transcripts to: PLAN Search, Affirmative Action Office, Winona, Minnesota 55987-5838. Screening begins March 30, 1992. An Affirmative Action, Title IX, Equal Opportunity Employer. Women, minorities, disabled individuals are encouraged to apply.

Spanish: Fall Semester 1992 (contingent upon funding). Approximate terminal degree required for tenure track. To teach all levels of undergraduate Spanish language courses and courses in Peninsular and Spanish-American Civilization and Culture, Methods of Teaching Foreign Languages, and to supervise student teachers. Ph.D. in Spanish or post-doctoral exam required. Candidate with academic training to teach all levels of undergraduate Spanish language. Native or near-native command of Spanish and academic competence desirable. Evidence or show promise of good teaching, commitment to counseling students and scholarly research. Ability to teach elementary French or German desirable. Ability to teach introductory class in applied/historical Spanish linguistics desirable. For more information, call (406) 657-2278. Screening of applications to begin February 15, 1992 and will continue until position is filled. Submit application letter, vita, college transcripts and three letters of reference to Chair, at least 3 letters of reference to Chair, Search #0231, Spanish, Human Resources/EEO-AA Office, Eastern Montana College, 1500 North 30th Street, Billings, Montana 59101-0298; (406) 657-2278. EEO-AA.

Special Education Assistant/Associate Professor in tenure-track position to teach undergraduate and graduate courses in special education with emphasis in learning disabilities. Also required is supervision of field experiences, student advisement, and participation in division planning activities. Required: doctorate in special education, public school teaching experience, background in curriculum development/instructional planning, and strong student advisement record. Send application to Dr. Kenneth C. Conroy, Academic Dean, Quincy College, 1800 College, Quincy, Illinois 62301. Deadline: January 31, 1992. EOE.

Special Education: Full-time, tenure track position available for the 1992-93 academic year. Teach undergraduate courses and supervise student teachers in a program emphasizing teaching of the visually impaired. Applicants are required to have experience in teaching braille, orientation and mobility, and methodology. In addition, a background in technology is highly desirable. Doctorate required, minimum of three years' visually impaired classroom experience (residential school, resource room, or itinerant required, higher education experience preferred, strong interpersonal and organizational skills. Rank and salary are dependent upon qualifications and experience. Submit letter of application, vita, official undergraduate/graduate transcripts, and three letters of reference (letters within the past six months) by Friday, February 28, 1992 to: Professor Duane K. Lyons, Chair, Search Committee, Department of Special Education, College of Education, Kutztown University, Kutztown, Pennsylvania 19530. Kutztown University, with an enrollment of 8,000 students, is a state university in the Pennsylvania State System of Higher Education. KU is an Affirmative Action, Equal Opportunity Employer and actively solicits applications from qualified women and minority candidates.

Special Education: The University of Wisconsin-Whitewater is seeking a qualified applicant to serve as Director of Project ASSIST, a comprehensive support program for UW-W students with learning disabilities (LD's) and to teach courses in the Department of Special Education (SPE). The candidate should have a Master's degree in special education, Ph.D. preferred; should demonstrate effective written and verbal communication skills; and should have a record of research and experience with individuals with learning disabilities preferably at the post-secondary level. University teaching experience is desirable. Applicants should submit a letter of application, vita, unofficial copies of undergraduate and graduate transcripts, and three letters of recommendation to Dr. Connie Dalle, Chair, Search and Screen Committee, University of Wisconsin-Whitewater, Whitewater, Wisconsin 53190 by February 23, 1992. UW-Whitewater is an equal opportunity employer. An alphabetical list of all nominees and applicants, without differentiation, may be released following the closing date.

COORDINATOR, Ethnic Studies Program

Davidson College seeks to make a senior-level appointment in the Humanities or Social Sciences in the area of Ethnic and African-American Studies. This individual would be responsible for developing and coordinating a program in Ethnic Studies, with a focus on African-American Studies, to include lectures, student activities, and curriculum development. Qualified applicants should have at least six years' teaching experience at a liberal arts college or university and be tenurable in a department of the College. Excellence in teaching required; professional attainments expected. Four-course annual teaching load may include work at neighboring historically African-American colleges. We will review applications on March 1, 1992, but will accept applications until the position is filled. Please send application materials by March 1, 1992 to Dr. Robert C. Williams, Dean of the Faculty and Vice President for Academic Affairs, Davidson College, P. O. Box 1719, Davidson, NC 28036. Women and minorities encouraged to apply.

PENNSTATE

Fayette Campus

CHIEF ACADEMIC OFFICER DIRECTOR OF ACADEMIC AFFAIRS

Applications and nominations are invited for the position of Director of Academic Affairs at the Fayette Campus of The Pennsylvania State University. The Director reports to the Campus Executive Officer and provides leadership to the faculty for all academic matters.

The position offers a unique opportunity to work with the colleges and departments of Penn State University in providing leadership for the professional development of faculty and for academic program initiation. Responsibilities include faculty recruitment and evaluation, encouraging scholarship, and fostering service to the campus and community.

The Fayette Campus is a commuter campus, 200 acres in size and situated in the scenic Laurel Highlands of Southwestern Pennsylvania. The diverse student body is comprised of more than 1000 full and part-time students. The campus offers baccalaureate programs in nursing, administration of justice, general arts and sciences, and the first two years of more than 120 other Penn State undergraduate degrees. It also offers several associate degree programs and a wide array of credit and non-credit continuing education programs.

Qualifications: An earned Doctorate, academic administrative experience, and a minimum of five years experience involving a combination of teaching, research and scholarship is required. Candidates should possess strong interpersonal and communication skills and the academic qualifications for a tenured, senior ranking faculty appointment at Penn State. Experience in academic planning, faculty recruitment and development, budgeting, grantsmanship and faculty governance is desirable. This twelve month continuing position includes an excellent benefits package.

Review of applications will begin March 1, 1992, and continue until the appointment is made.

Send nominations or applications with resume and the names, addresses and telephone numbers of three references to: Dr. Jack P. Royer, Associate Dean, Commonwealth Educational System, THE PENNSYLVANIA STATE UNIVERSITY, 111 Old Main, Box CHE, University Park, PA 16802.

An Affirmative Action/Equal Opportunity Employer
Women and Minorities Encouraged To Apply

ASSOCIATE VICE CHANCELLOR FOR FINANCE

Tulane Medical Center is currently seeking a highly motivated professional to supervise the Financial Services, Grants and Contracts Management, Human Resources and Purchasing Departments of the Medical Center. This individual will report directly to the Vice Chancellor for Administration and Finance. Ability to work and interface with Schools of Medicine and Public Health/Tropical Medicine, Tulane Regional Primate Research Center, University Hospital/Clinics, and University Offices of Administration. Bachelor of Science in Accounting or related field necessary with CPA or Master's in Business Administration strongly preferred. Qualified candidates should also have seven to ten years of progressively responsible administrative experience in higher education, background with large accounting firm or health care related field highly desirable. Excellent benefits package offered with competitive salary, depending on experience and background.

Send letters of application along with resume's by February 14, 1992 to:

Chairman—Search Committee
for Associate Vice Chancellor for Finance
c/o Office of Human Resources
Tulane University Medical Center
1430 Tulane Avenue
New Orleans, LA 70112

Tulane is an Affirmative Action, Equal Opportunity Employer.

Tulane

Siena

SIENA COLLEGE

Assistant Vice President for Human Resources

Siena College invites applications for the position of Assistant Vice President for Human Resources.

Siena, an independent, undergraduate, liberal arts college in the Franciscan Tradition, that employs approximately 600 faculty and staff, is located in Loudonville, two miles north of Albany.

The Assistant Vice President will report to the Vice President for Finance and Administration and will be responsible for developing, coordinating, and implementing policies and procedures which will enable the College to continue to recruit and retain competent and productive men and women as members of its workforce. Specifically, the Assistant Vice President will be charged with developing a comprehensive human resources plan for the College which will deal with, among other things, position classification, salary and benefit administration, employee training and development, and enhancing the quality of the work environment.

The successful candidate must possess a demonstrated capacity for effective and innovative leadership, the ability to communicate well and work effectively with men and women of culturally diverse backgrounds, and an awareness of the unique nature and demands of the college environment in general, and a Franciscan College in particular. A Bachelor's Degree and a minimum of five years of comprehensive experience in the human resources field is required. A Master's Degree is preferred.

Please send a letter of application, résumé, references and salary requirement, by February 20, 1992 to:

Assistant Vice President for
Human Resources Search Committee
Office of the President
Siena College
515 Loudon Road
Loudonville, New York 12211-1462

Siena College is an Equal Opportunity Employer and encourages applications from all qualified candidates including women and minorities.

VICE PRESIDENT
Academic Affairs

Longwood College invites applications and nominations for the position of Vice President for Academic Affairs. The appointment will become effective July 1, 1992.

RESPONSIBILITIES: The Vice President for Academic Affairs, reporting directly to the President, is the chief academic officer of the College. In addition to providing leadership for the academic programs of the College, responsibilities include long-range planning, budget development, faculty recruitment, and promotion and tenure decisions. The Vice President for Academic Affairs also supervises the offices of the Registrar, Learning Center, Minority Affairs, Library, Athletics, and Continuing Studies.

QUALIFICATIONS: The successful candidate must have an earned doctorate and a record of teaching and scholarship sufficient for appointment at the rank of Professor. An established record of achievement and leadership as an academic administrator is essential.

THE COLLEGE: Longwood is a state-supported, comprehensive, residential college with a 153-year history. It is primarily an undergraduate college, but expanding graduate programs are currently offered in Education and English. The Schools of Arts and Sciences, Business and Economics, and Education and Human Services offer 98 majors, minors, and concentrations. Longwood enrolls approximately 3,300 students and has approximately 145 faculty members. Steadily increasing enrollments and SAT scores provide evidence of the quality of Longwood's academic programs.

LOCATION: Located in Farmville, Virginia, Longwood is 60 miles southwest of Richmond and 60 miles south of Charlottesville. It offers all the advantages of small-town living with convenient access to major cities and universities. The Blue Ridge mountains, the ocean, and Virginia's many cultural and tourist attractions are within easy driving distance.

TO APPLY: Letters of application should include a curriculum vitae and names, addresses, and telephone numbers of references. Applicants should request three letters of reference be sent to the address below. Review of applications will begin February 3, 1992, and continue until the position is filled.

Applications and nominations should be sent to:

Dr. William Frank, Chair
Vice President for Academic Affairs Search Committee
c/o Employee Relations
Longwood College
201 High Street
Farmville, Virginia 23909

Longwood College is an Affirmative Action, Equal Opportunity Employer. Women and minorities are encouraged to apply.

LONGWOOD

WALSH COLLEGE
is searching for a new president

who, for the first time in its history, will not be a member of the religious order which founded the College! This creates an extraordinary opportunity for a dedicated Roman Catholic educator who is willing and able to build on the firm foundation established by the Brothers of Christian Instruction over the last third of a century.

Recently reaccredited for the next decade by the North Central Association, Walsh College is virtually debt-free. Though not without financial concerns shared by most independent liberal arts colleges, Walsh is a stable institution with a pattern of enrollment growth and new program development.

The president, of course, will have to have strong communication skills, fiscal competence, fund-raising capability, and a commitment to collegiality in decision-making, but these practical attributes must be balanced by vision, courage, compassion, spirituality, and sensitivity to gender issues. Walsh faculty and students have a right to that kind of leadership.

The College, a baccalaureate institution with some graduate programs, has a well-credentialed faculty of 110 members, a coeducational student body of 1536, of whom 44% are of non-traditional age. The president will be expected to have an earned terminal degree and, ideally, will have had experience in a private liberal arts college both as teacher and administrator.

Compensation will be competitive. Deadline for application: February 15, 1992. The new president will take office on July 1, 1992. He or she will be expected to lead the institution into the next century.

Applicants are invited to accompany their curriculum vitae with a letter explaining how they will meet the educational challenges of the 1990's, addressed to:

Brother Jerome Lessord, F.I.C.
Chairman, Presidential Search Committee
Walsh College
2020 Easton St. N.W.
North Canton, Ohio 44720-3396

An Equal Opportunity, Affirmative Action Employer

EXECUTIVE DIRECTOR

Pennsylvania Commission for Community Colleges
and
Pennsylvania Federation of Community College Trustees

The Pennsylvania Commission for Community Colleges and the Pennsylvania Federation of Community College Trustees [illegible] are seeking applications and/or nominations for the position of Executive Director

The Executive Director reports to the Joint Executive Committee of the Commission/Federation. The organization is made up of the Presidents of the 14 colleges and one trustee from each of the colleges.

The Executive Director is the principal spokesperson for the community colleges and is responsible for the liaison with all branches of government and various other groups. The office is located in Harrisburg, Pennsylvania.

Qualifications:

- Have an understanding of comprehensive community colleges and their relationships with education groups.
- Have ability for planning, both short range and long term
- Have high level communications skills.
- Have ability to direct research, organize advocacy, and lead special projects
- Earned Doctorate preferred.

Compensation:
Competitive salary and benefits package.

Application:
Submit letter of application, résumé and at least three references to:

PA CCC/PFCT Search Committee
c/o Dr. Jack Kraft
800 North Third Street
Harrisburg, PA 17102-3212
Phone: 717/232-7584

Deadline:
Deadline for receipt of applications is March 6, 1992.
Starting Date is July, 1992 with some flexibility possible.

AA/EEO Employer

Belmont University
PROVOST

Belmont University invites nominations and applications for the position of Provost. The Provost serves as the chief academic officer and vice president of the university, reporting directly to the President. Responsibilities include the university's entire academic program.

QUALIFICATIONS:
- Ph.D. or equivalent
- Recent teaching experience at a college faculty
- Administrative experience with responsibilities for a college faculty and a college academic program
- Commitment to the integrity of a liberal arts education in a Christian context
- Commitment to teaching on a priority of the university
- Compatibility with the Total Quality Management style of administration

THE UNIVERSITY: Belmont is a senior co-educational university with 2,900 students located in Nashville, TN. The university grants three graduate degrees and six undergraduate degrees in 47 different majors or concentrations. As a student-centered institution, Belmont is dedicated to providing students from diverse backgrounds an academically challenging education in a Christian environment. Belmont University is affiliated with the Tennessee Baptist Convention.

APPLICATIONS: Letter of interest or nomination, curriculum vitae, names and phone numbers of three references. SELECTION PROCEDURE: A review of candidates will begin February 1, 1992, with the anticipation that the Provost will assume duties prior to the fall 1992 academic year. Send nominations and applications to the chair of the Provost search committee: Steven H. Simpkins, Belmont University, 1900 Belmont Blvd., Nashville, TN 37212-3757.

Speech Pathology Assistant/Associate Professor (tenure-track). Earned doctorate/CCC-SLP, eligible for New York license. Strength in one or more of the following: voice, fluency, organic speech disorders, aphasia. At least three years' clinical experience preferred. Responsibilities: teach graduate and undergraduate courses, supervise practicum, participate in department programs, conduct scholarly activities. Salary commensurate with experience and qualifications. Review of applications to begin February 24, 1992 and continue until position filled. Send letter of application with vita, transcripts, three letters of reference to: Dr. Chai Nye, Chair, Speech Language Pathology, State University College at Buffalo, 1300 Elmwood Avenue, Buffalo, New York 14222. SUCB is an Equal Opportunity, Affirmative Action Employer.

Speech Pathology Instructor/assistant professor of speech-language pathology. Full-time tenure-track position, available September 1, 1992 in undergraduate program in scenic central New York. Master's required, doctorate preferred. CCC-SLP required. Duties include teaching undergraduate students and supervision of undergraduate clinicians. Salary and rank commensurate with experience. Excellent benefits. Send letter of application, three recent letters of recommendation, transcript and current vita, to: Pamela Mason, Ph.D., Chair, Department of Speech Pathology and Audiology, State University College at Cortland, Cortland, New York

Old Dominion University
PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS

General Description

The Provost and Vice President for Academic Affairs is the chief academic officer and second administrative officer of the University. He/she reports directly to the President.

Institutional Context

Old Dominion University, a young and growing institution, enrolls approximately 17,000 students. The University's major campus is located in Norfolk, Virginia, inside Hampton Roads, an attractive, historic, and tourism-oriented metropolitan area with a population of 1.4 million. The University also operates significant higher education centers in the nearby cities of Virginia Beach and Hampton.

Old Dominion University is one of six publicly-assisted doctoral research universities within Virginia, and has an annual budget exceeding $88 million. Offering 17 doctoral programs and over 50 master's degree programs to more than 5,000 graduate students, the University is a recognized leader in instructional telecommunications and operates a satellite uplink both for academic and public service purposes. The University is organized into six academic colleges: Arts and Letters, Business and Public Administration, the Darden College of Education, Engineering and Technology, Health Sciences, and Sciences. It is the lead research contractor in Virginia with the National Aeronautics and Space Administration (NASA), and its researchers used three percent of all the supercomputer time in the United States in 1990.

Old Dominion University is a selective admission institution. Twenty percent of its student body comes from outside of Virginia, and over 600 international students from more than 70 countries are enrolled. Forty-five percent of the University's student body is 25 years or older.

The University's Norfolk campus is located on the Elizabeth River, an inlet of the Chesapeake Bay. The Norfolk Naval Base, the largest naval base in the world, is three miles from the campus. Major federal research institutions that focus upon space, aeronautics, oceanography, and nuclear physics also are nearby.

Responsibilities

The responsibilities of the Provost and Vice President for Academic Affairs include:

- Academic and administrative leadership in teaching, research, creative activity, faculty development, continuing education, and public service
- Responsibility for academic budgeting, program development, and personnel decisions within Academic Affairs
- University-wide responsibilities in the allocation of space and equipment, and for institutional research
- Approval of professional staff positions throughout the University

Qualifications

- An earned doctorate or equivalent terminal degree
- Extensive full-time college teaching, research, and administrative experience in progressively responsible positions
- Scholarly qualifications sufficient to merit an appointment as a tenured professor in one of the University's academic departments
- Superior ability in oral and written communication
- Strong commitment to rigorous academic standards
- Understanding of the role of a publicly-assisted university in an increasingly diverse and international society

Applications/Nominations

Applications and nominations should be directed to

James V. Koch
President
Old Dominion University
Norfolk, VA 23529-0001
Ph 804-683-3150
FAX 804-683-4505

Review of credentials will begin on 1 March 1992 and continue until the position is filled

Old Dominion University is an Affirmative Action, Equal Opportunity Employer

CIES
Council for International Exchange of Scholars
Executive Director

Nominations and applications are invited for the position of Executive Director of the Council for International Exchange of Scholars (CIES) located in Washington, D.C. CIES is a private organization affiliated with the American Council of Learned Societies (ACLS) and is responsible for administering the Fulbright scholar program for both U.S. and foreign faculty and professionals. CIES is funded through a cooperative agreement with the United States Information Agency (USIA).

The Executive Director works closely with the CIES Board and Presidential ACLS to develop policy positions which reflect U.S. academic interest in the Fulbright scholar program, serves as a spokesperson for the organization to USIA and to other U.S. and foreign constituencies, and manages a staff of seventy-five and an annual administrative and program budget of approximately $25 million

Candidates should have

- Knowledge of international educational exchanges and U.S. higher education, with particular knowledge of issues of academic mobility
- Senior management and supervisory experience
- Experience with government funding agencies
- Sensitivity to the diversity of cultural perspectives and foreign government entities.
- A doctorate or comparable professional experience is preferred

Screening of applications will begin on March 15, 1992, or appointment effective in early fall 1992 is anticipated. Salary will be commensurate with experience. Please send application, including a letter of interest, a résumé, salary requirements, and the names of three references to: CIES, Human Resources Manager (ED-1), 3007 Tilden Street, N.W., Suite 5M, Washington, D.C. 20008. ACLS and CIES are equal opportunity employers.

13945. Application deadline: February 15, 1992. AA/EOE.

Student Affairs: The Counselling and Student Personnel Department at Mankato State University announces a unique tenure track position beginning September, 1992 in College Student Affairs (with developmental emphasis). Prerequisite skills must be organized in the areas of American College Student, Student Development Theory, Campus Ecology and Environmental Theory, College Student Affairs Administration, Program and Practicum/Internship supervision. Skills in the areas of counseling are desirable. Responsibilities will include teaching in the above areas, advising and coordinating within the program. Appropriate documents to Carolyn Stanley, Acting Department Chair, The Counseling and Student Personnel Department is scheduled for CACREP in Student Personnel Services in Higher Education (developmental emphasis). Letters of application can be sent to Dr. Joe Hoover, Chairperson, Counseling and Student Personnel Department, P. O. 8400, MSU Box 57, Mankato State University, Mankato, Minnesota 56002-8400. Mankato State University is part of the Minnesota State University System and is an Affirmative Action, Equal Opportunity Employer.

Survey Research Project Director. St. Louis office seeks a master's or Ph.D. level project director, experienced in telephone data collection utilizing locally and nationally. The position requires ability to write proposals, prepare training manuals and data management systems, and development/maintenance. Experience in the implementation of study protocols, direction of field and quality control efforts, and monitoring of finances and study progress are important qualifications for this position. Salary: $28,000-$40,000. Send resumé to Judy Anderson, Survey Research Associates, Inc., 8430 Delmar Boulevard, LL4, St. Louis, Missouri 63124.

Teacher Education: Tenure track Assistant or Associate Professor position available September 1992. Women and minorities encouraged to apply. Salary commensurate with qualifications and experience. Seek candidates with demonstrated expertise and experience in Elementary Education and Student Personnel Departments. P. O. 8400, MSU Box 57, Mankato State University, Mankato, Minnesota 56002-8400. Mankato State University is part of the Minnesota State University System and is an Affirmative Action, Equal Opportunity Employer.

PRESIDENT
California University of Pennsylvania

The Council of Trustees of California University invites nominations and applications for the 6th president of this University upon the retirement of John Peter Welsh from the presidency in June, 1992.

California University, founded in 1852, part of the State System of Higher Education of the Commonwealth of Pennsylvania, is a regional, comprehensive institution. The University's 337 full-time and 165 part-time faculty serve 7,000 students through the Colleges of Liberal Arts, Education and Human Services, Science and Technology, and the School of Graduate Studies and Research

The largest institution of higher education in extreme southwestern Pennsylvania, California University is located 35 miles south of Pittsburgh in the foothills of the Allegheny Mountains near Pennsylvania's Laurel Highlands recreation area. When the expressway linking Pittsburgh is complete, California will be a 20-minute commute to downtown Pittsburgh in the heart of the rapidly developing economic development area

California seeks candidates with demonstrated leadership skills, a clear understanding of and appreciation for the real tasks involved in teaching and research, and experience with the life and operation of an institution of higher education. The president should have an appreciation of the role of the State System of Higher Education and a willingness to participate as a partner in resolving system-wide issues.

The ideal candidates should possess the following strengths:

- ability to articulate a vision for the University's future growth and development
- experience with long range strategic planning
- a genuine commitment to shared governance in a collective bargaining environment
- successful experience in the management of complex environments
- ability to communicate effectively with diverse constituencies including faculty, staff, students, parents and alumni, business, community, and governmental leaders, and the media
- willingness to provide the leadership and personal involvement required for successful fund raising and resource development

A more complete statement of leadership qualities is available to all interested parties.

Nominations and applications should be sent to:

Mr. Frank Mascara
Chair, Presidential Search Committee
California University
P.O. Box 607
California, PA 15419

Applicants should include a current résumé and letter discussing the candidate's qualifications in terms of the stated criteria

Applications will be reviewed commencing February 24, 1992. Candidates whose applications are received after that date cannot be promised a full consideration.

California University of Pennsylvania is an AA/EEOC Employer, and strongly encourages the applications of women and minorities. This search is assisted by the Presidential Search Consultation Service of the Association of Governing Boards

PRESIDENT
FLOYD COLLEGE
Rome, Georgia
A Two-Year Unit of the University System of Georgia

The Board of Regents of the University System of Georgia and the Presidential Search and Screen Committee of Floyd College invite nominations and applications for the position of President. This position is available as of July 1, 1992 or as soon as possible thereafter. The President reports to the Chancellor of the University System of Georgia and is responsible for the successful management of all institutional operations.

Located on a modern 220-acre campus 75 miles northwest of Atlanta, the College serves more than 2,500 commuting students from a seven county area enrolled in transfer and career programs. The College is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools to award the Associate of Arts, the Associate of Science, and the Associate of Applied Science degrees. Of special distinction at the College are the comprehensive support services provided for hearing impaired students. In addition to degree programs, the College offers certificate programs and a wide range of public service courses and programs.

Minimum qualifications for a successful candidate are as follows.

- Earned doctorate or appropriate terminal degree.
- Administrative and teaching experience in higher education (preferably at the two-year college level) or a distinguished record of equivalent experience with understanding of the teaching and service functions of a two-year college.
- Documented evidence of administrative skills in financial management, resource development, strategic planning, and personnel supervision.
- Demonstrated record of acknowledged integrity, intellectual accomplishments, dynamic leadership abilities, and effective communication skills.
- Commitment to be supportive of the mission of a two-year educational institution and the policies of the University System of Georgia as defined by the Board of Regents.

Nominations should include complete names, current titles, and contact addresses of nominees and must be postmarked by February 15, 1992. Application, consisting of a letter of interest, a comprehensive résumé, and a list of names, addresses, and telephone numbers of a minimum of 5 individuals who may serve as references, must be postmarked by March 14, 1992. All nominations and applications should be forwarded to:

Jerry W. Shelton, Chair
Presidential Search and Screen Committee
P. O. Box 1064
Floyd College
Rome, Georgia 30162-1864

Pertinent information (names, résumés, and non-evaluative materials) on all nominees and applicants will be open to public inspection under Georgia law

Floyd College is an equal opportunity educational institution and an equal opportunity, affirmative action employer.

THE UNIVERSITY OF ARIZONA
TUCSON ARIZONA

FACULTY EVALUATION/ DEVELOPMENT SPECIALIST

Coordination of faculty evaluation/development component of the University Teaching Center.

Duties: Promotion of multi-faceted faculty evaluation processes; supervision of administration of faculty evaluation instrument; conceptualize/communication of faculty issues in context of "faculty support"; consultations with individual faculty/departments regarding faculty evaluation results; program development addressing needs identified by faculty evaluations.

Qualifications: Doctorate in relevant field; knowledge/experience in faculty evaluation policies, procedures, and instruments; min. 2 years' experience in faculty/instructional development in large research institution; formal theoretical background in evaluation/assessment, understanding of college-level learning/teaching theory/practice.

Send a letter of application and résumé to:

Dr Juan R. Garcia, Director
University Teaching Center
University of Arizona
1017 N. Mountain Avenue 85721
(602) 621-7788

Review of applications will begin December, 1991, and will continue until the position is filled. The University of Arizona is an Equal Opportunity, Affirmative Action Employer.

OKC COMMUNITY COLLEGE

COORDINATOR OF STUDENT SUPPORT SERVICES

Coordinate/administer special student support programs/services for veterans, minorities, disabled, & non-students

REQUIRED: Master's degree in higher ed, counseling, psych, or related field, previous experience in planning, developing, implementing service programs, positive human relations, oral & written communication skills.

PREFER: Previous experience in student support services in a higher ed/other setting; supervisory experience.

Salary $24,400 to $27,500/yr.
Application deadline 2-21-92

Submit college application, résumé, cover letter, and transcripts to:

HUMAN RESOURCES
Oklahoma City Community College
7777 South May Avenue
Oklahoma City, OK 73159
EEO, "Student Development"

HAWAII

Expanding, progressive university seeks dynamic, proven, product of local and national, Ph.D. desirable $150,000 to $200,000. R. Lincoln, (808) 947-9815. LAM ASSOCIATES, 444 Hulron Ln., #207, Honolulu, HI 96815-1229

Technology Transfer: Associate Director of Technology Transfer, National Food Service Management Institute, twelve-month administrative position. Master's degree or equivalent in food service administration, related higher ed administration, or instructional design. Responsibilities include assisting the Director of Technology in developing and implementing a program of technology transfer; develop mechanisms to ensure that the products of research are translated into practice; plan, develop, produce and evaluate product/activities and instructional materials; assure that users have a working knowledge of technical resources. Familiarity with satellite technology, knowledge of resources available and essential to educational development. Knowledge of and sensitivity to various delivery systems including distance education and distance education. Have a thorough knowledge of public education and a minimum of five to seven years' experience in managing a state or regional education program in a technical field. Skills in managing media production, design and production background. Position available February 17, 1992. Salary range from $30,000 to $40,000. Applications received through February 3, 1992, or until filled. Send letter of application, vita, transcript and three recent letters of reference from persons familiar with work performance from persons familiar with your work to: Dr. Josephine Martin, Executive Director, National Food Service Management Institute, P. O. Box 188, University, Mississippi 38677-0188; no Equal Employment Opportunity, Affirmative Action, Title IX Institution.

Television/Public Policy: Public Television. Award-winning public TV association seeks Congressional representative. Requires minimum 5 years' experience in affecting national policy, especially in telecommunications, preferably with broadcasting and/or TV background desirable. Mid-30's to mid-40's; also benefits. For application information, contact: Mr Ann Strong, America's Public Television Stations, 1330 Connecticut Avenue, NW #300, Washington, DC 20036. EEOE. Deadline January 31, 1992.

Testing: Test Coordinator. $17,640 plus benefits. Bachelor's degree required. Interest in and experience in student personnel, education, psychology or a related field. Expertise in testing, educational settings required, preferably in higher education. Experience in university testing programs, including administration of national, state and local examinations; maintain test data and test security. Administer and interpret academic and career assessments. Participate in new student orientation. Provide study skills workshops. Coordinate career and placement resources. Perform committee assignments and related duties. Position is 9-month, 40 hrs. per week. Send letter of application, resumé and three letters of reference to: Director of Personnel, Sul Ross State University, Box C-43, Alpine, Texas 79832; (915) 837-8058. Review of applications will begin February 1, 1992, and continue until the position is filled. EEO/AAE

Textiles/Merchandising: Two tenure track research and teaching positions in textiles, apparel or merchandising. Rank and salary commensurate with qualifications. Earned doctorate in apparel, textiles, merchandising, economics or consumerics, or closely related area. Ability to teach and communicate effectively in a diverse student population. Commitment to teaching and scholarship and extension/outreach programs. Competence in teaching undergraduate courses, including graduate courses. Competence in Spanish desirable. Industry experience preferred. Minorities encouraged to apply. Send vita, transcripts, and 3 letters of reference to: Dr. Carol Warfield, Head, Department of Consumer Affairs, Auburn University, Alabama 36849 (205-844-4084). Application deadline is February 15, 1992 or until positions are filled. Auburn University is an Affirmative Action, Equal Opportunity Educational Institution.

Theatre: Illinois College is a private, well endowed, Phi Beta Kappa, liberal arts college located in west central Illinois. We seek applications for a renewable position to one or more talented and qualified to teach a variety of courses, including acting, directing, introduction to theatre and theatre history. The successful applicant will serve as director of theatre and be responsible for an undergraduate production schedule designed to serve the major and the general education program. Ph.D. required; teaching and directing experience preferred. Rank and salary dependent upon qualifications. Send application, curriculum vitae, transcripts, and three letters of recommendation to: Professor Raymond Ford, Chairman, Communication and Theatre Department, Illinois College, Jacksonville, Illinois 62650. Application deadline: February 14, 1992. Illinois College is an AA/EOE.

Theatre: Assistant Professor of Theatre: Tenure-track position beginning August 24, 1992. Teach to areas of Acting/Voice and occasionally Directing and Introduction to Theatre. MFA or Ph.D. in Theatre (required). Excellent and significant professional/academic. Competence in teaching voice lessons, including graduate courses. Competence in Spanish desirable. Industry experience preferred. Minorities encouraged to apply. Send vita, transcripts, and 3 letters of reference to: Dr. Carol Warfield, Head, Department of Consumer Affairs, Auburn University, Alabama 36849 (205-844-4084). Application deadline is February 15, 1992 or until positions are filled. Auburn University is an Affirmative Action, Equal Opportunity Educational Institution.

Theatre/Design: Northwestern University seeks assistant professor to assume designer/shop tenure track beginning September 1992. Principal duties include teaching costume design, scenic design and drawing plus assistance in teaching technical skills of makeup, costume craft, scenic construction on graduate and undergraduate levels. Qualifications are MFA, Ph.D. and/or experience in professional theatre. Opportunity to design in extensive production program. Send letter of application by February 28, 1992, plus 1020 resumé, vita, slides, 3 letters of recommendation to: Virgil T. Johnson, Search Committee Chair, Department of Theatre, 1979 Sheridan Road, Evanston, Illinois 60208. Fax 708-491-5290. Northwestern encourages applications from women and minority candidates who can contribute upon ability to work in USA.

Southeast community college
LINCOLN, NEBRASKA

CHANCELLOR

Are you that rare executive who can advance an organization to excellence?
Are you a leader? Are you results oriented? Are you an activator?
Do you make things happen?
Are you a diplomat and yet have the courage to stand up for what you believe?
Can you identify and develop other people's strengths?
Can you coordinate the efforts of diverse individuals and organizations?

If this describes you, we encourage you to apply for the position of Chancellor at Southeast Community College.

Southeast Community College is a multi-campus college with the administrative offices located in Lincoln, the capital of Nebraska. Southeast Community College, with 450 full-time employees and a $25,000,000 budget, serves over 38,000 people (5,800 FTE) each year through credit and non-credit courses. The campuses, located in Lincoln, Milford and Beatrice, provide vocational/technical and academic transfer programs. Southeast Community College is a locally supported two-year public community college and a vital segment of Nebraska's postsecondary education.

The Chancellor serves as the chief executive officer of the College, reporting directly to a locally elected Board of Governors.

Qualifications of the successful candidate will include:

- A leader who will work with the Board of Governors and the College community to provide an open and objective atmosphere for policy making and participatory management.
- A demonstrated commitment to affirmative action and equity in the recruitment and retention of staff, students and faculty, and in the development of College programs, curricula and organization.
- Ability to provide positive leadership in community relations, marketing, legislative relations, fund raising, and the teaching and learning environment.
- Ability to provide a vision that looks to future opportunities and changes for the College.
- Experience and skills in budgeting, financial management, economic development, strategic planning and organizational development.
- Experience in higher education administration.
- An earned doctoral is desired. Persons with master's degrees and related experience will be given serious consideration.

Salary is competitive and commensurate with qualifications and experience. Excellent benefits.

Application Procedure

Applicants for the position of Chancellor are requested to provide:

- A letter of application specifically addressing education, leadership skills, management style and experience.
- A current resume or curriculum vita.

Send to: Chancellor Selection Committee, c/o Scudder Law Firm
P.O. Box 82027, 411 South 13th Street, Lincoln, NE 68501
(402) 435-3758, 9 a.m. - 4 p.m. CST

Reviewing and screening of applications will begin on February 15, 1992. The application process will remain open until a suitable candidate is found. Candidates selected for consideration for the position will be requested to provide references, additional information and transcripts. The Chancellor is expected to assume the position on or before July 1, 1992.

All applications will be held in absolute confidence as property of the Scudder Law Firm, General Counsel to the Southeast Community College Board of Governors. Applications will be available only to Board CBO Search Committee members unless written release is obtained from applicants.

Southeast Community College is an Equal Opportunity/Affirmative Action employer.
All individuals, especially women, minority and disabled are encouraged to apply.

President

College Misericordia
Dallas, Pennsylvania

The Board of Trustees of College Misericordia invites nominations and applications for the position of President.

Founded in 1924 by the Religious Sisters of Mercy who continue to sponsor the institution, College Misericordia is a Catholic, co-educational college dedicated to the values of justice, mercy and service. It strives to deliver quality, affordable undergraduate and graduate education to individuals of all faiths. Accredited by the Middle States Association, the College integrates the liberal arts with technical and professional education. The College has professional accreditation in occupational therapy, medical technology, radiologic technology, nursing, and social work.

The College enrolls approximately 1,600 traditional and non-traditional students in courses for Associate, Bachelor's, Master's degrees or professional certificates. It has a full and part-time faculty of 130.

Against national trends the College has operated on a continually balanced budget, has made major additions to its physical plant, and is experiencing increases in enrollments and enriching student board scores. Ninety-five percent of its 1990 graduates have found employment.

Located close to the Wilkes-Barre/Scranton airport in Northeast Pennsylvania, a growing area with 10,000 new employment opportunities since 1985 and rich in recreational resources, the College is a three-hour drive from either Philadelphia or New York City.

The President reports to the Board of Trustees and is responsible for the academic, administrative, and financial affairs of the College.

Qualifications for the position include:

- demonstrated compatibility with the mission and value system of a Catholic college in the Mercy tradition
- earned doctorate preferred
- willingness to complete implementation of current academic plan and encourage new planning for next phase of development
- ability to establish and sustain a climate of optimism
- adept at communication with diverse constituencies
- demonstrated skills in the successful administration and management of a comparable educational institution
- ability to effectively represent the essence of the College to a variety of external organizations, agencies and individuals
- proven fund-raising capabilities and evidence of successful resource acquisition

Nominations and applications should be sent to:

Sarah Ellen Lanahan, Ed.D., Chair
Presidential Search Committee
College Misericordia
Lake Street
Dallas, Pennsylvania 18612

Applications should include a current résumé and a letter discussing the candidate's suitability for the position.

The Search Committee will begin reviewing applications on February 19, 1992. No candidate can be guaranteed full consideration if materials are received after that date.

College Misericordia is an AA/EEO employers. This search is assisted by the Presidential Search Consultation Service of AGB.

PRESIDENT

Reid State Technical College

Applications are being accepted for the position of president of Reid State Technical College located in Evergreen, Alabama. The College serves approximately 450 students and employs approximately 40 personnel.

Master's degree is required. Earned doctorate in administration of higher education and five years' community college experience at the level of college dean or higher are preferred. Candidates must have experience and knowledge of the mission and role of two-year colleges and/or an understanding of occupational/technical education and the role of the technical college.

Compensation is $61,494 to $74,022, dependent upon qualifications and experience, plus a benefits package which includes housing and expense allowance. To be considered for this position, an applicant must complete and submit a Department of Postsecondary Education application form and a comprehensive résumé by March 1, 1992 to:

Chancellor Fred Gainous
Department of Postsecondary Education
401 Adams Avenue
Montgomery, Alabama 36130-2130

Finalists will be required to submit additional information, including transcripts. Preliminary screening of applications will be conducted by a search committee. Selection process subject to Alabama Sunshine (open meetings) Law and Alabama statutes on disclosure of public records. Application form may be obtained from the Department of Postsecondary Education, Personnel Office, (205) 242-2996. Applications postmarked after March 1 will not be accepted.

EQUAL OPPORTUNITY EMPLOYER

Therapeutic Recreation Faculty. Lake Superior State University invites applications for a one-year appointment for the 1992-93 academic year. Applicants should be qualified to teach courses in Foundations in Therapeutic Recreation, Facilitation Techniques, a "Disabilities" course which will expose students to the characteristics of a wide range of disabling conditions, a field experience course which will involve providing structured supervision to students accumulating pre-internship experience, and a general introduction to Recreation and Leisure course. Additional responsibilities will include teaching several recreational activity classes such as bowling, badminton, golf, jogging, backpacking, etc. Qualifications: Minimum of a master's degree in Therapeutic Recreation, NCTRC certified, plus clinical and teaching experience required. Submit a letter of application and a detailed resume to the Office of Human Resource Relations, Administration Building, Lake Superior State University, Sault Ste. Marie, Michigan 49783. Consideration of applicants will begin upon receipt, but applications will be accepted until the position is filled. An Equal Employment Opportunity, Affirmative Action Employer.

Transportation Director, Transportation Institute. Provide leadership for transportation research and interdisciplinary programs at an AACSB-accredited School of Business and Economics. Earned doctorate preferred but qualified nonacademics with significant and relevant experience encouraged to submit resume and cover application data to: Denny H. Pope,

Assistant Dean, School of Business and Economics, North Carolina A&T State University, Greensboro, North Carolina 27411. An AA/EEO employer.

Upward Bound: Director, Mars Hill College, a Baptist affiliated institution in the Blue Ridge Mountains of North Carolina, is seeking a Director for its Upward Bound Program. Candidates must have a minimum of a master's degree in counseling or education, ability to work with people of all ethnic backgrounds, and demonstrated administrative skills and experience with Upward Bound or similar programs. Application deadline is February 14, 1992. Salary range is mid to upper 20's, based on experience, and position is subject to continuation of funding. Send vita, transcripts and three letters of recommendation to Raymond C. Rump, Dean, Continuing Education/Summer Sessions, Mars Hill College, Mars Hill, North Carolina 28754. AA/EEO. Minorities and women are encouraged to apply.

Vice Chancellor: The University of Hong Kong, Deputy Vice Chancellor, (Re-advertisement) (Reference VC92-36). Applications are invited for appointment to the newly-established, full-time post of Deputy Vice Chancellor. The University is expanding rapidly, and intends to appoint to this important post a person of uniform or potential seniority of a Vice-Chancellor, in addition to deputizing for the Vice-Chancellor as necessary, the incumbent will in addition be expected to strengthen the scope and quality of the University's activities in the

President

Sonoma State University
Rohnert Park, California

The Chancellor and the Board of Trustees of the California State University system invite nominations and expressions of interest for the Presidency of Sonoma State University.

Established in 1960, Sonoma State University is a predominantly undergraduate institution of liberal arts and sciences which also offers a select range of graduate and professional programs. Small class size and close relationships among students, faculty, and staff are hallmarks of the institution. More than 400 full-time and part-time faculty provide instruction to 7,400 students, 900 of whom reside on campus. Approximately 62 percent of the students are women; 25 is the average age of undergraduates and 38 is the average age of graduate students.

The University is located on 220 acres in the town of Rohnert Park, 50 miles north of San Francisco, 20 miles from the Pacific Ocean, and within the world-famous Sonoma wine region. The campus is attractive, modern, and well-equipped. The beauty of the campus and its setting allow students to pursue their educational goals in a pleasant environment removed from the pressures of urban life.

Prospective candidates should have the experience, vision, and energy to lead a comprehensive public university situated in a suburban/rural area. Candidates must be: committed to excellence in undergraduate education in the liberal arts and sciences; experienced at working cooperatively with faculty, students, and staff; committed to expanding the positive relationship the University enjoys with the surrounding region; able to build on the strong base of a well-managed institution; skilled at managing the budget of a complex organization; skilled at representing the institution in external relations; capable of expanding fund-raising efforts; committed to dynamic leadership in advancing the goals of affirmative action and educational equity; and prepared to function in a collective bargaining environment. Candidates also should have demonstrated proficiency in teaching and competency in scholarship, be able to provide academic leadership, and demonstrate successful administrative skills and collegial leadership.

The President is the chief executive officer of the University and is responsible to the Board of Trustees through the Chancellor.

Nominations and expressions of interest with current resumés should be sent to:

Mr. Ted J. Saenger, Chair
Presidential Selection Advisory Committee
Sonoma State University
1801 East Cotati Avenue
Rohnert Park, CA 94928

Review of resumés will begin February 20, 1992

An Equal Opportunity Employer
Woman and ethnic minorities are encouraged to become candidates

Sonoma State University
1801 East Cotati Avenue • Rohnert Park, CA 94928
A campus of the California State University system

held of research, or a climate of increasing financial support and growing numbers of postgraduate research student places. If appropriate, the Deputy Vice-Chancellor may be appointed by an Honorary Professorship. The salary for this post will be not less than the average of the non-clinical professorial range, which is currently HK$70,670 per annum. The term of this appointment will be negotiated with the selected appointee, but will be for no less than 3 years. There is no set retirement age for the post. The appointment may carry either membership of the University's superannuation fund, or a gratuity of 25% of the salary earned during the appointee's tenure. Housing, passages, leave, and health care are among the benefits provided. Further participants and application forms may be obtained from Appointments (MD19), Association of Commonwealth Universities, 36 Gordon Square, London WC1H 0PF, UK; or from the Appointments Unit, Registry, University of Hong Kong, Hong Kong (Fax (852) 5500916; E-mail: APPTUNIT@HKUVM1.HK). Closes 2 March 1992.

Women's Student Affairs: Women's Center Coordinator. #J-390 (Student Services Officer III). Requires Master's degree in Psychology, Social Work or Student Personnel. Must have thorough knowledge of issues affecting women on campus and experience in crisis intervention and Student Affairs. Knowledge of Student Development Theory and ability to develop and implement programs for and with women needed. Demonstrated counseling skills desirable. Knowledge of and experience in curriculum management preferred. Secretary experience helpful. Include resume and letter of application with three references and telephone number. Deadline: February 14, 1992. Send letter of application, resume, and references to: Personnel Services, P. O. Box 8108, University of North Dakota, Grand Forks, North Dakota 58202. Salary $29,976-$38,976. Deadline: February 14, 1992. Equal Opportunity Employer. Affirmative Action.

Writing: Director of the University Writing Center. The University of North Carolina at Charlotte invites applications for Director of the University Writing Center.

President

Rochester Institute of Technology

The Rochester Institute of Technology is an independent, co-educational university whose primary mission is career education integrated with the liberal arts. The Institute is located on a 1,300-acre campus in suburban Rochester. The world center of photography, the largest producer of optical goods in the United States, and a leader in graphic arts and reproduction and the production of electronic equipment and precision instruments. Rochester's industries have always been associated with RIT's programs and programs.

The Institute is composed of eight colleges: applied science and technology; business; engineering; imaging arts and sciences, liberal arts; university continuing education; and the National Technical Institute for the Deaf. NTID is the only program of its kind in the country. RIT grants certificates and associate, baccalaureate, and master's degrees, and has the nation's only doctoral program in imaging science. RIT has a growing continuing education program and a cooperative education program, the institution first and fifth largest in the world, annually involving more than 3,000 students. Seventy percent of RIT's full-time faculty have doctoral degrees.

The RIT student body consists of some 8,500 full-time and 3,400 part-time undergraduate students, as well as 1,700 graduate students. State-free undergraduate students represent all 50 states and 65 foreign countries. State-free undergraduates receive some form of financial aid; about one-half of the students are members of minority groups.

As next President of RIT, the Board seeks to find individual the following demonstrated qualities:

—Dedication to the academic values of the university, coupled with an appreciation of the special potential and needs of technological education; strong academic credentials, including teaching and administrative experience.

—Proven strategic planning ability and aptitude for choosing and managing an excellent staff; proven strength in this of management.

—Recognition of the importance of student life activities and their connection to successful student recruitment and retention, and a willingness to devote attention and resources to these issues.

—Experience with and appreciation of shared governance, including a decision-making style that welcomes broad consultation and collaboration with campus constituencies; ability to create shared vision for the future and a sense of cohesiveness on a large, diverse campus.

—Commitment to fostering diversity in all forms. Faculty also understanding of deafness as a culture, and of deaf people, and commitment to the full integration of the National Technical Institute for the Deaf into the larger RIT campus. Fluency with or willingness to learn sign language.

—Personal qualities of integrity, resilience, courage, humor, cooperative spirit, accessibility, responsiveness, and respect for faculty, staff, and students.

Applications and nominations should be directed to:

Colby Chandler, Chair
Presidential Search Committee
Rochester Institute of Technology
1 Lomb Memorial Drive
Rochester, NY 14623-5603

Applications should include a current and complete resume and a detailed letter discussing the candidate's qualifications in terms of the criteria listed above. The search committee will begin review of candidates on February 28, 1992 and no candidate can be guaranteed full consideration if application materials are received after that date.

RIT is an EEO/AA Employer. The search is assisted by the Presidential Search Consultation Service of the Association of Governing Boards.

PRESIDENT

California State University, Northridge

The Chancellor and the Board of Trustees of the California State University system invite nominations and applications for the President of California State University, Northridge.

Created in 1958, California State University, Northridge recognizes undergraduate and graduate teaching, research and public service as its major responsibilities. Of those, undergraduate instruction has first priority. Located on 350 acres in the western section of the San Fernando Valley, 25 miles northwest of central Los Angeles, the university's 1,800 full and part-time faculty teach a student body of 30,000. The university, one of the largest in California, is organized into eight schools. Study in the liberal arts and sciences, and technological and professional programs, leads to bachelor's degrees in 49 fields and master's degrees in 40 fields. Over one-third of the students are members of ethnic minorities and 57% of the students are women. Approximately 10 percent of the enrollment lives in campus dormitories and thousands more reside in nearby apartments. The university also operates a satellite campus center in Ventura County serving more than 1,000 students.

Nominees or applicants must have the energy and vision to lead a multicultural, multipurpose, public university, situated in a diverse metropolitan area. Candidates must be experienced at working cooperatively with faculty, students and staff; committed to expanding the relationship the university enjoys with the community; skilled in external relations and able to focus university advancement programs including alumni relations and fund raising activities; committed to clear, strong leadership in affirmative action and educational equity; capable of coordinating the administration of a complex organization; and able to build upon the strong base of a well managed institution. They should have attained academic excellence both in teaching and scholarship. They also must demonstrate successful administrative skills and collegial leadership, preferably in an institution of higher education, and be prepared to function in a collective bargaining environment.

The President is the chief executive officer of the campus and is responsible to the Board of Trustees through the Chancellor.

Nominations and applications with current resumés should be sent to:

The Chancellor
The California State University
400 Golden Shore, Suite 314
Long Beach, California 90802-4275

Review of resumes will begin on February 14, 1992.

An Equal Opportunity Employer
Women and ethnic minorities are encouraged to become candidates.

A campus of The California State University system.

PRESIDENT

Tufts University

Nominations and expressions of interest are invited for the position of President of Tufts University. The President is the chief executive officer of the University and reports to the Board of Trustees.

Tufts University combines the two major traditions in American higher education: the great research university and the intensive small college. It is an independent, privately-endowed university which enrolls 7,338 undergraduate and graduate students in a remarkable variety of degree programs spanning the liberal arts and the professions on three different but closely complemented campuses in the Greater Boston area.

The Medford/Somerville campus, where the University was founded in 1852, is today a 100-building complex where 4,358 undergraduates are enrolled in Arts & Sciences and Engineering, and another 1,320 graduate students are enrolled in the Graduate School of Arts & Sciences and the Fletcher School of Law & Diplomacy.

The Boston campus, opened in 1893, enrolls 1,600 graduate and professional students in the School of Medicine, the School of Dentistry, and the Sackler School of Graduate Biomedical Sciences. Also houses the Human Nutrition Research Center on Aging and one of the two institutions that house the School of Nutrition.

The Grafton campus, opened in 1979, houses two animal hospitals and the School of Veterinary Medicine, the only one in New England.

The University's annual operating budget is currently about $250 million. The current value of its endowment is $160 million.

The opportunities for presidential leadership at Tufts are (1) to achieve a realistic and healthy balance between growth and the congeniality of limited size, (2) to continue building this world leadership role of its academic programs; and (3) to establish even stronger financial base.

Leading candidates will have distinguished records of accomplishment in the field of higher education or other professional fields and will demonstrate the ability to envision and address the kinds of challenges most likely to confront Tufts in the next decade. They will be strongly committed to the values of liberal arts education at both the undergraduate and graduate levels as well as the values of professional education and advanced research and scholarship.

Leading candidates will have demonstrated a clear understanding of the functions of a large organization, will possess a distinguished record of organizational leadership, and will possess the ability effectively to communicate the mission of an institution such as Tufts to internal and external constituencies and to inspire broad support for that mission.

Nominations and expressions of interest will be received until the position is filled, and should be submitted to:

Brian O'Connell, Chair
Presidential Search Committee
Trustees Office—Ballou Hall
Tufts University
Medford, MA 02155-7084

Since the Committee plans to begin its formal screening process at the end of January, 1992, nominations and expressions of interest are especially encouraged prior to that date.

All inquiries, nominations, and expressions of interest will be held in strictest confidence.

Tufts University is an Equal Opportunity, Affirmative Action Employer, and actively seeks and encourages nominations of, and expressions of interest from, minority and female candidates.

Search Extended
Executive Director
Ohio Library and Information Network
(OhioLINK)

The State of Ohio seeks an executive director to provide leadership for its new Ohio Library and Information Network (OhioLINK). OhioLINK is an alliance of 17 university libraries and the State Library of Ohio strongly supported by the Ohio Board of Regents. Library collections totaling more than 21 million volumes will be networked as a single resource with faculty and staff from participating institutions having easy access to and speedy delivery of library materials. OhioLINK will also provide access to the rapidly increasing array of information sources available in electronic format. The system will be extended to the state's community and technical colleges in the future. The executive director will shape the development of OhioLINK, continue implementation of the system, communicate the OhioLINK vision throughout the state, and supervise a staff of nine.

Qualifications:

- experience in progressively responsible administrative positions, approximately 8-4 years;
- familiarity with the issues of implementation and maintenance of a large, sophisticated information system;
- strong leadership skills;
- ability to find creative and innovative solutions to management and information delivery issues;
- ability to recruit and direct a staff of library and computer professionals;
- ability to negotiate complex technical contracts with vendors;
- acknowledged expertise in the field of information systems;
- sophisticated oral and written communication skills, including the ability to interpret technological advancements and to articulate the OhioLINK vision to the user community and funding sources;
- ability to work effectively with diverse client groups.

Desirables:

- experience in higher education administration;
- administrative experience with academic libraries;
- grant proposal writing and administration experience.

Salary:

- salary competitive based on qualifications and experience.

Position available July 1, 1992. To ensure full consideration, applications and the names of five references should be received by February 14, 1992. Applications, nominations, and inquiries should be directed to Linda J. Cain, Associate Provost, University of Dayton, 104 Administration Building, Cincinnati, Ohio 45221-0097.

An equal opportunity/affirmative action employer.

OVCI. The Director oversees the operations of the Writing Assistance Center which offers tutorial services and the Writing Intensive Program (consisting of faculty across the campus who teach writing intensive courses in their disciplines). Qualifications: Ph.D. (all-but-dissertation opens), substantial teaching and experience in writing across the curriculum theory and instruction, publications and experience suitable for tenure-track appointment at the associate or professional level required. The Director will hold faculty rank in an academic department, but will report directly to the Office of the Vice Chancellor for Academic Affairs. Interested applicants send vita and letter of application stating why they are attracted to the position and the names, addresses and telephone numbers of at least three referees to: Dr. Gary Ferguson, Chair, Position Search for the Director of the University Writing Center, The University of North Carolina at Charlotte, College of Arts and Sciences, Charlotte, North Carolina 28223. Review of applications will begin on March 1, 1992 and continue until the position is filled. The University of North Carolina is an Equal Opportunity Employer and encourages applications from women and minority candidates.

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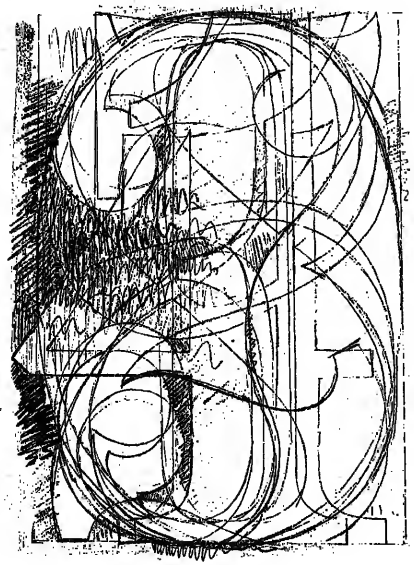


"0 THROUGH 9" (1961), JASPER JOHNS, © VAGA, NEW YORK, 1992

Stunning Metaphors of Einstein's Vision of Space and Time

A FEW YEARS after the New York School splashed copious amounts of paint all across the art world, a new generation of young American artists began to emerge, inking art in an entirely different direction from that of the earlier action painters. Jasper Johns, one of the most significant of this new breed, traced his lineage not to the Abstract Expressionists, but instead to the rich tradition of Duchamp and Magritte. Like them, Johns was concerned with the meaning we attach to words and images, and, like theirs, Johns's artistic responses contain within them several stunning visual metaphors of Einstein's new vision of space, time, and light.

The principal subjects of many of Johns's paintings were alphabets and number series. The same innovations that initiated the Greeks' inquiry into the nature of reality twenty-five hundred years ago became for Johns a place to begin to explore their hidden significance. In his work "0 Through 9" (1961), for example, Johns challenges the inviolability of sequence, one of the most sacred notions of Aristotelian time. No more precise metaphor for sequence exists than an arithmetic number series. The progression of 1, 2, 3, 4, . . . in time and space is the antithesis of simultaneity. Johns conflated these two opposing principles and made them complementary when he created a master image of all the cardinal numbers superimposed upon one another, making it impossible to see them one at a time. Instead of the orderly marching seconds of a digital watch, in Johns's version numbers are piled upon another in a neat simultaneous stack.

As the reader knows, there exists only one condition of time in which the progression of all moments can be apprehended simultaneously, and that is when the world is seen from astride a beam of light. At C (the speed of light), all events would be superimposed on one another like Johns's numerals so that they would be seen simultaneously, instead of prosaically beaded together as on a linear string. Johns's painting is the most precise expression of the idea of the simultaneity of spacetime at C in the entire history of art.

The text above is excerpted from Art & Physics: Parallel Visions in Space, Time & Light, *by Leonard Shlain, a professor of laparoscopic video-assisted surgery at the University of California at San Francisco. The book is published by William Morrow and Company.*

Colleges Challenge Government Data on Loan Defaults

Continued From Page A25

expected to begin repaying their loans that year.

Ms. Michalowski said bankers and guarantee-agency officials had incorrectly assumed in some cases that community-college students would begin repayments two years after they received their first loans at the college. Students who dropped out early or who took more than two years, therefore, skewed the default rates.

Dan Parker, a spokesman for the California Student Aid Commission, confirmed that the agency had recalculated lower rates for Barstow, Cañada, Lassen, Los Angeles Southwest, Los Medanos, Porterville, and West Hills Colleges. The lower rates were passed on to the Education Department, which will decide whether to accept them.

> "We have had major concerns with this program and we are considering our options for the future in this arena."

For a few of the California colleges, the recalculated rates were markedly lower than those the government had reported. Lassen, for example, had its 1989 rate drop to 19.3 per cent from 43.2 per cent, and Los Medanos had its 1988 rate drop to 9.3 per cent from 46.7 per cent.

"As we have suspected for some time, this review has demonstrated obvious problems in the data base used to calculate institutional default rates," David Mertes, chancellor of the community-college system, said in a statement. "We have had major concerns with this program and we are considering our options for the future in this arena."

Officials at other colleges fighting to stay in the loan programs also have contended that the default data were too unreliable to be used in cutting institutions out of such important programs. "If you're going to pull the switch and you have someone's arms clamped down and the hot on their head, it helps to know you've got the right person in the chair," said Jeremy R. Berg, vice-president for student services at Jordan College.

Jordan was reported to have had default rates of 48, 58, and 46.2 per cent in 1987, 1988, and 1989, respectively. Mr. Berg said the government's 1989 default rate for the portion of the college's loans guaranteed by the state agency in Michigan was 20 percentage points too high.

"The numbers are inaccurate and probably impossible to pin down at this time," said Mr. Berg. The system was designed to keep a total of defaults, but it is not reliable when it is comes to pinpointing exactly when a default occurred for purposes of calculating an annual default rate, he said.

Mr. Berg said he hoped the federal government would have the courage to admit that errors were made and to allow loans to continue for institutions that the government has publicly branded as the causes of the nation's default problem. "If the numbers are inaccurate, all of the rhetoric is misplaced," he said.

Some Colleges Withdraw

Education Department officials defended their use of the default figures. An official in the Office of Postsecondary Education said that the government was giving colleges every opportunity to verify the accuracy of the default rates with the guarantee agencies before taking any action against the institutions.

Officials at several of the nine non-profit institutions that have been dismissed from the loan programs or have opted to withdraw, said they were not sorry to be out. "We do not anticipate at this time ever asking to participate in the program again," said Dave Roberts, business manager of Moore-Normon Area Vocational Technical School in Oklahoma. He noted that the school had suffered bad publicity for having high default rates, even though federal law at the time had prohibited colleges from denying loans to low-income students.

Mr. Roberts reported that his school continued to enroll needy students with the help of Pell Grants and other aid programs.

Darnell Cole, chancellor of Indiana Vocational Technical College Northwest, said his institution had had difficulties serving low-income students since being dismissed from the student-loan programs. "We service an older-student population, many of whom are pursuing educational opportunities to improve their economic plight," he said in a statement.

"The loss of ost. eligibility limits the opportunities available to those individuals, primarily those who are dependent upon public-service moneys."

Education Department officials accompanied their July announcement of 178 institutions in danger of losing student loans with a list of 76 institutions that were on the verge of losing eligibility for all student aid. The institutions were said to be violating a 1989 regulation that bars participation in all student-aid programs for institutions with default rates above 60 per cent in a single year.

3 Listed Incorrectly

A department official said last week that three institutions had been incorrectly listed among the 76 and that 14 others had closed or been removed from the programs. The department is conducting reviews of the student-aid operations of the others.

The three institutions listed incorrectly were non-profit institutions. They were the victims of bookkeeping errors that ... students who defaulted on ... having attended those ... when they had not.

The one remaining non-profit institution on the list is Little ... Community College. A student ... officer at the college, who ... not to be identified, said Little Hoop had acknowledged that ... a default problem because ... many low-income students ... could not legally deny them ...

The officer said the college ... working with the Education ... partment on a solution that would decrease defaults and keep the college eligible for Pell Grants ... other aid programs.

Status of Institutions Facing Loss of Student-Aid Eligibility

Non-profit institutions in danger of losing eligibility for all student aid

AWAITING FINAL ACTION:	LISTED IN ERROR:
Little Hoop Community College	Bnos Jarueelem Seminary Nuclear Medicine Institute of the University of Florida Rabbinical Seminary Adas Yereim

Non-profit institutions in danger of losing eligibility for student loans

APPEAL PENDING:	NO LONGER PARTICIPATING IN LOAN PROGRAMS:
Barstow College	City Colleges of Chicago, Kennedy-King College
Cañada College	Indiana Vocational Technical College Northwest
Highland Park Community College	Los Angeles Southwest College
Jordan College	Moore-Norman Area Vocational Technical School (Oklahoma)
Lassen College	Payne-Pulliam School of Trade and Commerce (Michigan)
Los Medanos College	San Francisco Community College District
Merritt College	Southern Vocational College (Alabama)
Missouri Valley College	State Area Vocational Technical School at Whiteville (Tennessee)
Porterville College	Twin Cities Opportunities Industrialization Center
Wayne County Community College	
West Hills College	

SOURCE: DEPARTMENT OF EDUCATION

Small Colleges May Face Big Problems Over Court's Ruling on Animal Welfare

Continued From Page A25

tended those animals to be protected by the legislation. He said the 20-year policy of exempting rats, mice, and birds from the legislation was "arbitrary and capricious."

Scientists said they understood the need to add birds, mice, and rats to the regulations. Said Franklin M. Loew, dean of the Tufts University School of Veterinary Medicine: "It's been very difficult to defend the one federal law that the scientific community has held out as regulating animals in research, when that law has excluded 85 to 90 per cent of the animals used in research, namely mice and rats."

He added: "Although the regulations will add more bureaucracy into the system and be more time consuming, it may be worth it to make the regulations publicly defensible."

Guidelines Already Used

Dr. Loew said the addition of the animals to the regulations would make little difference to most research institutions because their animals are already protected by the National Institutes of Health and Public Health Service guidelines that institutions must follow if they use the animals for federally supported research.

"I think the court ruling will make little difference in the lives of the vast majority of mice and rats used in research," he said.

The NIH guidelines require that institutions designate an official who is responsible for the institution's laboratory-animal program. The regulations also require that colleges have an Institutional Animal Use and Care Committee and that the panel include a member not affiliated with the institution as well as a veterinarian with training in the care and use of laboratory animals.

The committee must provide the NIH with detailed information about programs for the care and use of research animals and must also review and approve sections of grant applications that describe the care and use of animals.

While researchers say those regulations are as strict as those of the Agriculture Department's Animal Welfare Act, animal-rights activists say a fundamental flaw is that they rely on colleges and universities to police themselves. Valerie Stanley, a lawyer for the Animal Legal Defense Fund, said that the NIH rules "are simply guidelines; they leave a lot of discretion to the research institution. The Animal Welfare regulations are much more specific for things like food, water, space, housing, space, and humidity levels."

Also, she said, the Animal Welfare Act requires much more frequent and stringent inspections by the Agriculture Department.

Smaller institutions, which do little federal research and limit themselves to birds, mice, and rats, may be most affected by the new regulations, said Barbara Rich, executive vice-president of the National Association for Biomedical Research.

Jack Panksepp, a professor of psychobiology at Bowling Green State University, said that adding birds, rats, and mice to the regulations "may change the research dramatically" at institutions like Bowling Green.

"Every time there are new regulations, there are extra costs and more details to be followed. The new regulations will probably be more precise about space requirements, and we may have to purchase new cages," he said. "These may mean enormous expenses that a small school can't usually tolerate."

> "I think the court ruling will make little difference in the lives of the vast majority of mice and rats used in research."

Officials at other small colleges say they are not too worried. "We feel that we are already providing the best possible care of these animals in terms of training, care, and handling. The health of animals is critical for good research," said Betty Zimmerberg Glick, assistant professor of psychology and chairwoman of the Institutional Animal Use and Care Committee at Williams College.

'How Are They Going to Do It?'

Ralph Dell, a professor of pediatrics at Columbia University College of Physicians and Surgeons, said the biggest hardship imposed by the addition of rats, mice, and birds to the welfare regulations would be felt at the Agriculture Department, which has to enforce the regulations.

"How in the world are they going to do it?" he asked. "They have 40 or 50 inspectors to go around the country looking at how academic ... only make up about 10 per cent of research animals. They are going to need a major-league increase in the number of inspectors, since mice and rats make up 50 per cent of animals used in research. The question is, Where are they going to get enough money and manpower to enforce the regulations?"

Kendra Pratt, a spokeswoman for the Animal and Plant Health Inspection Service of the Agriculture Department, said the department was meeting with Justice Department officials to decide whether to appeal the court decision.

Church-State Doctrine Gets New Attention in Disputes Over Bonds for Religious Colleges

By GOLDIE BLUMENSTYK

Legal skirmishes in two states have drawn new attention to the issue of whether the use of tax-free bonds by religious colleges violates the doctrine of church-state separation.

Both cases—a lawsuit in federal court against David Lipscomb University and a potential lawsuit in a Virginia state court concerning Regent University—deal with the colleges' use of tax-free industrial revenue bonds to finance campus construction projects.

Bonds Already Sold

The Lipscomb challenge affects $15-million in bonds that have already been authorized and sold with the endorsement of the Nashville and Davidson County Metropolitan Government.

The Regent case concerns $10-million worth of bonds that were authorized by the Virginia Beach City Council in June but that have not gone through the entire government-approval process. Opponents of the bonds were unsuccessful in challenging the city council's action but promised to intervene when the college presents the bonds before a state circuit court for "validation" as a legitimate public purpose.

The two cases come as the U.S. Supreme Court was weighing a case that could dramatically change the legal rules defining government involvement with religion.

That case deals with prayer at public high-school graduation ceremonies. The Bush Administration has asked the Supreme Court to use the case to throw out the standards it has used since 1971 and replace them with new constitutional guidelines that would allow greater government aid to religious institutions, including aid provided through bonds. The Court is expected to rule this year.

The current standards allow governments to provide aid to religious colleges for non-religious purposes, except in cases where the institutions are so sectarian that any kind of aid would inevitably advance the religion involved.

Institutions that use tax-free bonds can borrow money at below-market rates because buyers of the bonds accept lower interest rates in exchange for not having to pay state or federal tax on the income.

Groups that advocate strict separation of church and state say allowing the colleges to use such bonds violates the separation principle by providing indirect government subsidies to the religious institutions.

The Rev. Tom Baker, a plaintiff against David Lipscomb U., says its leaders place "a heavier emphasis on their form of religion than others."

Last year the Supreme Court of Virginia upheld that line of thinking in a case involving Liberty University. The unanimous ruling said that because Liberty was "pervasively sectarian," it would be unconstitutional to allow the institution to benefit from a $60-million bond issue previously authorized by Lynchburg city officials.

'The Facts Are Very Close'

Opponents of the bonds for Lipscomb and Regent Universities make the same argument.

The Virginia case is not controlling in Tennessee, but the lawyer for Americans for Religious Liberty and the five other Tennessee plaintiffs said that because the Virginia Supreme Court had made its ruling on both state and federal constitutional grounds, the case has applicability in Tennessee.

Says Joseph Johnston, the lawyer: "The facts are very, very close."

Officials at both Lipscomb and Regent, however, insist that their cases are different. They say their institutions are not controlled by religion to the same degree as is Liberty. Lipscomb officials also note that 14 other religiously affiliated colleges in Tennessee have used similar tax-exempt financing.

Lipscomb is affiliated with the Churches of Christ and requires its full-time students to attend daily Bible classes and chapel services. According to the institution's by-laws, all employees, except those in food service and buildings and grounds, are expected to be members in good standing in the Churches of Christ.

Statement of Faith

Regent, previously known as CBN University, is a graduate school founded by the religious broadcaster Pat Robertson. Application forms mailed as recently as last summer ask students to sign a statement of faith that reflects fundamentalist religious views and a commitment to the mission of "world-wide evangelization." The university is not affiliated with any particular church, and, according to its spokeswoman, 26 denominations are represented in its student body.

Lipscomb's president, Harold Hazelip, says his institution differs from Liberty because it is not controlled by a single church. He adds: "We have a value system but it is not forced."

The Rev. Tom Baker, a Presbyterian minister who is one of the plaintiffs in the case against Lipscomb and Nashville, says the fact that other religious colleges have benefited from such bonds is irrelevant.

Moreover, he says, Lipscomb's leaders place "a heavier emphasis on their form of religion than others." Mr. Baker says he has no hostility toward Lipscomb. But, he says, "I just think everybody should carry their own bucket of water."

Setback for Opponents

Before the religious nature of Lipscomb and Regent can be established in court, the cases must get to the trial stage.

Opponents of Lipscomb's use of bonds were dealt a setback this month when a federal magistrate in Tennessee recommended that the case be dismissed without a trial.

Magistrate Kent Sandidge said the plaintiffs had not shown that the bond issue had injured them as taxpayers. The plaintiffs say the magistrate misunderstood the requirements for standing in taxpayer suits and plan to appeal.

Regent, meanwhile, has delayed the final stage of the process for obtaining tax-exempt financing. Opponents of the bonds say they believe Regent is waiting to see if the U. S. Supreme Court case creates a friendlier legal climate for such bonds.

Joseph Conn, a spokesman for Americans United for Separation of Church and State, the organization that fought Liberty's bonds, says it appears that Regent hopes "that the Court will lower the rule of separation enough that they can go over" it.

The Regent spokeswoman says that to her knowledge the institution is not waiting for the Supreme Court to act, and that Regent officials expect that this bond issue, like the $4-million one they received in 1984, will ultimately be approved. ■

STATE NOTES

■ Illinois court rules Yale alumni group ineligible for sales-tax exemption

■ South Carolina's ethics law may bar payments for faculty travel costs

An Illinois court has ruled that a Yale University alumni group does not qualify as a charity for an exemption from paying sales taxes because its recruiting and fund-raising activities primarily benefit Yale, not the taxpaying public.

The Appellate Court of Illinois also ruled that the Yale Club of Chicago did not qualify for the exemption as a educational institution because its activities "are not so clearly related to the educational goals or administrative needs of Yale."

State officials have long maintained that clubs performing similar activities do not qualify for the exemption. The Yale Club was the first such group to challenge the state's position in court.

The lawyer for the Yale Club, Donald L. Metzger, said the ruling did not adequately acknowledge that the club raised money for scholarships and that its student-recruiting activities were conducted under university procedures. He also said that the decision's repeated references to Yale as an out-of-state institution showed that the court might have been influenced by parochialism.

"Illinois taxpayers benefit because we're helping send a lot of people to college," he said. Mr. Metzger said the actual impact of the ruling was not that great because the club did not typically spend a lot of money on goods, "but we felt that the principles were very important."

The State Supreme Court has denied the club's request for an appeal. —GOLDIE BLUMENSTYK

■

Higher-education officials in South Carolina say the state's new ethics law is so sweeping that it may prohibit the reimbursement of faculty members who travel to present research results or speak at conferences.

Fred R. Sheheen, commissioner of higher education, said the executive director of the state Ethics Commission had met with college officials to discuss the new law. "But," Mr. Sheheen said, "we didn't get a definitive answer" to questions about honoraria and travel reimbursement.

The law is a voluminous document, and the state Ethics Commission and Secretary of State's office are still reviewing it. They have issued opinions on a case-by-case basis to clarify some of its provisions.

They also are compiling a list of recommended changes and amendments for state lawmakers to consider in the current legislative session.

This week the state Ethics Commission is expected to discuss a provision that is particularly troubling for higher-education officials. Under the law, which took effect on January 1, a public employee may not accept payments or gifts related to the performance of his or her official duties.

That appears to prohibit faculty members and college officials from accepting travel expenses or honoraria from non-state agencies or organizations, state officials say.

Said Francis Canavan, associate vice-president for public affairs at Clemson University: "If universities were expected to pay for all travel for faculty members, it would be an enormous burden." —MARY CAYSTAL CAOA

WASHINGTON UPDATE

- **New federal committee will study future of higher education**
- **NIH to add funds for projects involving disabled researchers**
- **Temple U. prevails in dispute over state Medicaid payments**

A top Education Department official, contending that higher education does not have a vision for the future, has established a committee to examine the challenges that colleges, universities, and trade schools will face in the next century.

Carolynn Reid-Wallace, Assistant Secretary for postsecondary education, told reporters last week that the "21st Century Committee" would examine student demographics and "think boldly and creatively" about the future. "What ought we to be teaching [students] and what kinds of issues ought we to be addressing?" she said.

Charles H. Karelis, director of the Fund for the Improvement of Postsecondary Education, will head the committee of department personnel, which will seek advice from college administrators, business leaders, and lawmakers. Ms. Reid-Wallace said the committee's work would help colleges and "serve as a foundation for our work in this office for the next few years."

"In the higher-education community, we have not, for whatever reason, articulated an intellectual vision," she said. "We've just not done it."

In response to a question about whether the Education Department would provide more money for student aid if the committee concluded that such funds were needed, Ms. Reid-Wallace gave no assurances. "I would be very surprised if there was a student in this country who wanted to go to college who could not find a package of grants and loans that would support not the full cost of college, but a significant portion of that cost," she said. "I'd be very, very surprised if we could come up with 10 such students in all of America," she added.

Ms. Reid-Wallace said many things needed to be done to improve higher education that did not require additional funds, such as finding ways to encourage more female and minority-group students to pursue science and engineering.

—THOMAS J. DeLOUGHRY

■

The National Institutes of Health will begin this month to provide supplemental funds to grant recipients who work with disabled faculty members or students on research projects.

The program was started in response to a 1989 report by the President's Task Force on Women, Minorities, and the Handicapped that stated that few disabled individuals were pursuing careers in science and engineering, according to Walter Schaffer, director of the Office of Research Training and Special Programs at NIH.

Visually impaired, deaf, mentally or emotionally ill, and learning-disabled students and faculty members are eligible to participate in the program, Mr. Schaffer said.

"The disabled student or faculty member must contribute to the project in a very real way," he stated. "We will not give extra funds to projects where disabled individuals are just washing dishes or feeding the rats."

Money will be provided for the salaries and certain expenses of the disabled student or faculty member. Also, money will go for equipment "that could help the individual with disabilities in the laboratory," he said.

Mr. Schaffer said the approach was based on a program that provides extra money to investigators who work with minority students and faculty members.

He said it was too early to know how much the program would cost the NIH.

—STEPHEN BURD

■

Temple University and other operators of hospitals that serve large numbers of poor patients won a legal victory last week when the U.S. Supreme Court let stand a ruling favoring Temple in its dispute with the state of Pennsylvania over Medicaid payments.

In declining to hear the case, the Court upheld two lower-court rulings that said Pennsylvania's reimbursements to Temple for its cost of serving Medicaid patients were inadequate and therefore illegal.

The Court's action directly affects only the states in the Third Circuit Court of Appeals—Delaware, New Jersey, and Pennsylvania. But a lawyer for Temple said the decision would strengthen the legal hands of hospital operators throughout the nation who believe their states are shortchanging them in Medicaid reimbursements.

"This decision means the states do not have a free hand in cutting their Medicaid appropriation simply to satisfy their budgetary needs," said George E. Moore, university counsel at Temple.

Medicaid, the federal program that provides medical care for the poor, require states to pay about half the costs.

Temple and 130 other hospital operators challenged Pennsylvania's reimbursement rates in 1988 after the state reduced its Medicaid spending by 14 per cent for budgetary reasons. The state also imposed a cap on the surcharge it is required to pay to hospitals that, like Temple's, serve a disproportionate number of indigent patients. The federal district and appeals courts agreed that the new rates were "arbitrary and inadequate."

Lawyers for Pennsylvania asked the Supreme Court to take the case and reverse the rulings to prevent a "torrent" of lawsuits that could ultimately result in states' being forced to make cutbacks in other programs that serve the poor. They also said the lower courts had exceeded their authority in requiring Pennsylvania to increase its reimbursements.

—COLLIE BLUMENSTYK

WASHINGTON ALMANAC

IN FEDERAL AGENCIES

Energy conservation. The Department of Energy has proposed rules that would clarify procedures for participation in the Institutional Conservation Program, which provides grants to colleges for conducting audits to increase energy efficiency in their buildings. Comments from the public must be received by February 14 (*Federal Register*, January 6, Pages 432-63).

Research. The Department of Energy has issued final rules that make changes in its policies for awarding research grants and set forth procedures for using human subjects in research (*Federal Register*, January 2, Pages 1-5).

Veterans' education benefits. The Department of Veterans Affairs has proposed rules that would revise provisions for determining whether a person receiving benefits can change programs of education. Comments from the public must be received by February 10 (*Federal Register*, January 9, Pages 865-6).

CONGRESSIONAL HEARINGS

Since changes frequently occur with little advance notice, it is advisable to check with committees on or near the hearing dates.

HOUSE OF REPRESENTATIVES

Indirect costs. January 30. Hearing on federal payments to colleges for the indirect costs of federally supported research. Contact: House Energy and Commerce Subcommittee on Oversight and Investigations; (202) 225-4441.

National Science Foundation. February 25, 26. Hearings on the reauthorization of the National Science Foundation. Contact: House Science, Space, and Technology Subcommittee on Science; (202) 225-8844.

Science education. February 27. Hearing on science education. Contact: House Science, Space, and Technology Subcommittee on Science; (202) 225-8844.

Taxes. January 28, 29. Hearings on making permanent a number of tax breaks, including deductions for business-sponsored research, donations of art to museums, and employee-education benefits. Contact: House Committee on Ways and Means; (202) 225-3625.

WASHINGTON PEOPLE

Naomi K. Cohen, a state representative from Connecticut, has been reappointed by Education Secretary Lamar Alexander to the National Assessment Governing Board.

William Hiss, vice-president for administrative services and dean of admissions at Bates College, has been appointed by Senate Majority Leader George J. Mitchell to the Advisory Committee on Student Financial Assistance.

William J. Hume, chairman of the board of the Basic American Foods Company (San Francisco), has been appointed by Secretary Alexander to the National Assessment Governing Board.

John A. Murphy, superintendent of the Charlotte-Mecklenburg Schools (N.C.), has been appointed by Secretary Alexander to the National Assessment Governing Board.

Helen H. Ollison, a student at the Graduate School of Business Administration at the University of Michigan, has been appointed by Secretary Alexander to the Advisory Committee on Student Financial Assistance.

Kenny J. Williams, professor of English at Duke University, has been nominated by President Bush to the National Council on the Humanities.

Give & Take

Iowa State University has made good on its threat to sue companies that refused to pay royalties on a patent it holds on an electronic device used in facsimile machines.

In 1990, the Iowa State University Research Foundation told about 40 fax-machine manufacturers that they were infringing on its patent for the device, developed by an Iowa graduate student. The foundation asked the companies to pay a licensing fee on sales of machines using the device from 1985 to 1990, when the patent expired.

Several companies paid. Others are working out payment agreements estimated in the tens of millions of dollars, campus officials say. But two companies have refused.

The foundation filed a lawsuit in Federal District Court in Des Moines last month against the companies, Murata Manufacturing Co. Ltd. and the NEC Corporation. The suit alleges both companies infringed on the university's patent and seeks damages.

According to an article in *The New York Times*, Stewart Lubitz, an attorney for Murata, said, "We needed time to fully understand the matter, and they couldn't give us any more time."

■

A new book written by four scholars warns that future students will suffer if colleges and universities don't solve their economic problems.

The book, *Economic Challenges in Higher Education*, was released this month by the University of Chicago Press. Written by four economists from Cornell, Duke, and Vanderbilt Universities, the book was a project of the National Bureau of Economic Research, supported by the Andrew W. Mellon Foundation.

Economic Challenges analyzes problems concerning educators by explaining how higher education is affected by the nation's economy. It also proposes cures for ailing colleges. Among other ideas, it recommends that colleges hire more professors without Ph.D.'s.

■

Hiram College is getting tough with students who don't pay overdue tuition bills: It has locked the students out of their dormitory rooms.

Last fall, the college warned that students who failed to pay their bills would be barred from classes and dormitories. Officials estimated the unpaid bills totaled several hundred thousand dollars.

When students with overdue bills returned this semester, they found that locks on their dormitory-room doors had been changed. To get new keys, the students and their parents had to work out payment plans with college officials.

Hiram's strategy infuriated many. But only two students, one of whom owed more than $12,000, had to be barred from the campus because they failed to pay up.

Business & Philanthropy

James Piereson of the John M. Olin Foundation: "Let's not raise questions about where funding comes from. All academic programs have to be funded. I'm not complaining that people on the other side are receiving funding, am I?"

Olin Fund Gives Millions to Conservative Activities in Higher Education; Critics See Political Agenda

By LIZ McMILLEN

What do Allan Bloom, Dinesh D'Souza, Roger Kimball, William Bennett, the Madison Center for Educational Affairs, and the National Association of Scholars have in common? Besides being sharply critical of what they regard as the left-wing tilt of American higher education, they have received thousands of dollars from one source—the John M. Olin Foundation.

Over the last 10 years or so, the Olin Foundation has given millions to support student newspapers, think tanks, and prominent thinkers writing about higher education. In a relatively short time, it has earned a reputation as a highly successful grant maker. One foundation observer, noting its highly focused, strategic activities, calls it the most effective private foundation in the country.

It has also earned a few enemies.

The problem, as some academics see it, is the conservative cast of the foundation's goals and its use of millions of dollars to support activities that directly challenge the spread of diversity and multiculturalism on campuses. Far from promoting objective, dispassionate scholarship, as it claims, the Olin Foundation has an explicit political agenda, with ties to officials in the Republican Party, these critics argue.

Involved in the PC Debate

Olin has come under fire from Teachers for a Democratic Culture, for example, a group formed to defend curricular reforms. Trying to call attention to the source of the financial backing of many critics of higher education, the group prepared a fact sheet about Olin grants that drew from the foundation's annual reports. The fact sheet was distributed at last month's annual meeting of the Modern Language Association.

"The whole issue of the politics of funding needs to be opened up and discussed much more thoroughly," says Gerald Graff, a coordinator of Teachers for a Democratic Culture and an English professor at the University of Chicago.

Gerald Graff, left, of Teachers for a Democratic Culture, with co-director Gregory Jay: "The whole issue of the politics of funding needs to be opened up and discussed more thoroughly."

As the debate simmers over "political correctness" and what should be taught in college curricula, the question of who supports what is a hot issue these days. The Olin Foundation, more than any other conservative fund, has become a player in that debate. And that makes its directors very happy.

James Piereson, the foundation's executive director, says Olin's grant support is aimed at opening up a "closed community" at colleges, where ideas that don't coincide with the prevailing "orthodoxy" are deemed racist or sexist. " 'Totalitarian' is not quite the right word for it, nor is 'authoritarian,' " Mr. Piereson says. "It's certainly repressive. Whatever it is, it's bad for higher education."

Open About Its Goals

Although the foundation is open about its goals and the kind of projects it supports, Mr. Piereson challenged the use of the word "ideological" to describe the foundation's activities. " 'Ideology' suggests an orthodoxy," Mr. Piereson says. " 'Philosophical principles' might be a better way to characterize it. We have a different understanding of what is at stake here."

Criticisms about sources of financial support strike Mr. Piereson as an attempt to silence debate. "Let's not

Continued on Following Page

Olin Fund Gives Millions to Conservative Activities

Continued From Preceding Page

raise questions about where funding comes from," Mr. Piereson says. "All academic programs have to be funded. I'm not complaining that people on the other side are receiving funding, am I?"

With assets of about $70-million, the Olin Foundation ranks 266th among the country's large foundations in terms of overall wealth, but in terms of grant making, the foundation ranks much higher, 49th. By federal law, a foundation must spend at least 5 per cent of its assets for charity. Olin awarded more than a quarter of its assets last year—more than $19-million.

Over the years, the foundation has awarded an increasing proportion of its assets—a move, Mr. Piereson says, to eventually spend itself out of existence. "Mr. Olin didn't want it to be a permanent foundation, because they tend to get captured by people with different interests," he explains.

Major Defense Supplier

Although the foundation was established in 1953, it didn't begin significant grant making until the death of its donor in 1982. John Merrill Olin was the son of Franklin M. Olin, the founder of one of the companies that eventually became the Olin Corporation, a large manufacturing company that today produces chemicals, metal products, industrial papers, skis, and sporting ammunition. The company is also a major defense supplier.

In 1977, Mr. Olin chose William E. Simon, former Treasury Secretary under Presidents Nixon and Ford, to succeed him as president of the foundation. Mr. Simon continues to serve in that role. As with most foundations, Mr. Simon and other trustees make the final decision about who will get grants; about one in four applicants receives support. Many grants are renewed each year, but occasionally Olin will solicit the opinions of grant recipients about proposals.

The general purpose of the foundation, as laid out by Mr. Olin, is to "provide support for projects that reflect or strengthen the economic, political, and cultural institutions upon which the American heritage of constitutional government and private enterprise is based." The foundation's Board of Trustees has authorized grants in four areas: public-policy research, strategic and international studies, American institutions, and law and the legal system.

Of the $19-million that Olin awarded last year, about $12-million went to higher education. Several million went to universities for programs in law and economics, a field developed at the University of Chicago in the 1960's that applies economic principles to the study of the law. (Although many law and economics scholars maintain that the discipline does not have a political agenda associated with it, the field has been criticized by some scholars on the left for its orientation toward free-market economics.) Several million also went for Olin faculty fellowships in various disciplines.

Mr. Piereson draws a distinction between the grants the foundation awards for research on economic, legal, and other public-policy topics—grants awarded on the basis of scholarly merit, he adds—and those related to the political-correctness debate. The latter, Mr. Piereson says, constitute a small portion of the awards, about $1-million last year, but tend to be "somewhat overstated."

Among conservative intellectuals, the fund has many fans, but it even has a few admirers among people unsympathetic with its goals. Although he describes himself as someone with great differences with the positions Olin supports, Waldemar A. Nielsen, an adviser to several major foundations and a noted observer of philanthropy, says Olin has the most focused and effective strategy of any foundation in the country.

> **"Look at the mush and incoherence coming out of other foundations. In comparison, Olin is a sharp-edged, attacking machine."**

"Look at the mush and incoherence coming out of other foundations," he says. "In comparison, Olin is a sharp-edged, attacking machine."

Mr. Nielsen, who has written two histories of major foundations, notes that the 1960's were the "heyday" of liberal foundations, which, in addressing the social problems of the day, had a "hand in glove" relationship with the government. Conservative foundations learned from those efforts, he says, but they developed a much sharper edge in their attempts to shift the intellectual debate.

'Dumbbells and romantics'

"It's a goddamned shame that the liberal foundations are filled with dumbbells and romantics, and the neoconservatives have stolen the show," Mr. Nielsen says. "If the liberals feel they're not getting their views out, they should stop sitting around bellyaching about it and do something."

Some people argue that the Olin Foundation is no more partisan than others associated with liberal causes, pointing to the Ford and John D. and Catherine T. MacArthur Foundations as examples. "Conservative foundations have been accused unfairly of politicizing scholarship while liberal foundations have escaped that criticism, by and large," says Leslie Lenkowsky, president of the Hudson Institute, a conservative think tank.

Stanley Aronowitz, a professor of sociology at the Graduate Center of the City University of New York, says that apart from their point of view, the Olin Foundation and other conservative funds "are not doing anything that different than what Ford, MacArthur, and Rockefeller have been doing for a long time."

"They're just not our guys, that's all."

Other academics argue that Olin is different from other funds in several important ways. Says Donald Lazere, professor of English at California Polytechnic State University at San Luis Obispo: "Foundations that fund liberal causes, none of them have party affiliations, and none have political agendas or mandates as do Olin, Scaife, and the Heritage Foundation."

Other critics say Olin has had a distorting effect on intellectual debate on campuses. "The Olin Foundation has massive resources at its disposal, a phenomenal amount of money to support these kinds of activities," says Jon Wiener, a history professor at the University of California at Irvine, whose essay on the Olin Foundation is included in a new book, *Professors, Politics and Pop.* "The other side has nothing to compare to it. There's an imbalance between the resources of the academic right and the academic left."

Mr. Wiener and other critics of Olin have sharp complaints for its support of the National Association of Scholars, which bills itself as a mainstream organization made up of people of diverse political persuasions opposed to the "politicization of academic life." With an annual budget of almost $900,000, the NAS has received grants from several other conservative foundations, including the Sarah Scaife and the Lynde and Harry Bradley Foundations and the H. Smith Richardson Charitable Trust.

The critics say it is hypocritical for the NAS not to call itself conservative when most of its money comes from conservative foundations. "This shows what has been evident about the NAS all along—that it is a right-wing group," says Mr. Wiener.

Stephen H. Balch, president of the NAS, says such criticism is an attempt to condemn using "guilt by association."

"If we were funded by the Ku Klux Klan, people could draw some obvious conclusions," Mr. Balch says. "Yes, we are funded by Olin. But that doesn't mean that Olin and the NAS are the same organization. Nor do we have responsibility for everything they do." Mr. Balch adds that criticism of the sources of the NAS's support are a "manifestation of the unhealthy intellectual atmosphere prevalent on college campuses."

Even those critical of Olin admire the way it has been able to see that certain ideas are aired. To note that it has been very effective in establishing a system by which authors are given money to write books, networks of like-minded thinkers are created, and magazines or student newspapers like *The Dartmouth Review* are nurtured. The Madison Center for Educational Affairs, which just received $115,000 from Olin, operates the Collegiate Network, which sponsors some 60 conservative student publications.

"It's a great system," says Mr. Wiener. "I wish those on the left had the resources to do the same."

The system, he says, was successful with Mr. D'Souza, author of *Illiberal Education: the Politics of Race and Sex on Campus.* "D'Souza is everything they hoped for and dreamed of for the last decade," he says.

Mr. D'Souza received a $50,000 fellowship, financed by the Olin Foundation, from the American Enterprise Institute. Another $20,000 in Olin money awarded by the institute last year for "promotion" of the book purchased 1,000 copies, which were distributed to friends of the foundation.

'Indirectly' Involved

Although the foundation has been "indirectly" involved, Mr. Piereson has not been responsible for his career, Mr. D'Souza says. "It's the reception accorded this book that has given me attention, not the fact that Olin has done," he says.

"Most of the people making these claims about subsidy are much richer off than I am," he continues. "They aren't people working in the market. They aren't earning a living based on the sale of their books. There's nothing wrong with it, but it's peculiar that this is being portrayed as a sleazy business."

Mr. Piereson, Olin's executive director, scoffs at suggestions that the rise to prominence of Mr. D'Souza and other writers critical of higher education was orchestrated by the foundation.

"The way this is framed, it makes it sound like this is plotted out in advance," he says. "Nobody has that kind of power. We simply try to find things that will be effective, and I think we have a pretty good batting average." ■

Recipients of Olin Grants: a Sampler

For an idea of who's hot on the academic right, a look at the annual report of the John M. Olin Foundation is instructive.

Listed among the Olin Foundation's grant recipients in 1991 are many of the critics who have recently made a name for themselves writing about what they believe to be the leftist bias in higher education.

A sampling of the grants that the foundation awarded last year, according to its forthcoming annual report:

- $98,400 for a research fellowship for Dinesh D'Souza at the American Enterprise Institute.
- $100,000 to the Center for Individual Rights, in Washington, to establish an "academic freedom defense fund."
- $125,000 to the National Association of Scholars for educational activities.
- $20,000 to Clark University for a book by Christine Hoff Sommers on academic feminism.
- $800,000 to the University of Chicago for programs and fellowships at the Olin Center, a program directed by Allan Bloom.
- $26,000 to the Manhattan Institute for Public Policy Research for research on multiculturalism by Linda Chavez.
- $92,000 to Vanderbilt University for a project run by Chester E. Finn, Jr., "to advance [the] movement for educational reform."
- $18,000 to New York University for a book by Carol Iannone on multiculturalism.

In addition, at a meeting last month, the foundation approved several other grants:

- $175,000 to the Hudson Institute for a fellowship for William J. Bennett.
- $114,000 to the Madison Center for Educational Affairs for the Collegiate Network of college newspapers, and for "Diversity" magazine. The foundation also approved a $60,000 grant to the center for "The Common Sense Guide to American Law Schools."
- $100,000 to the National Association of Scholars to establish the National Academy for the Advancement of the Liberal Arts, which is intended to serve as an alternative accrediting group to the Middle States Association of Colleges and Schools.

PRIVATE SUPPORT

Foundation Grants

AT&T FOUNDATION
550 Madison Avenue
New York 10022-3287
Black colleges. For the capital campaign: $3.7-million to United Negro College Fund.

LILLY ENDOWMENT
2801 North Meridian Street
P.O. Box 88068
Indianapolis 46208
Adolescence. For an analysis of the determinants during adolescence of future success in life: $107,069 over three years to Cornell U.
American studies. For historical research on Protestantism and social change in America history: $795,355 over three years to Harvard U.
Governance. For research on changes in trusteeship: $970,679 over three years to Yale U.
Theological education. For a curriculum for theological students that incorporates education on issues of public life: $508,527 over two years to Harvard U.

Gifts & Bequests

Antioch College. For renovation of South Hall: $1-million challenge gift from Hadley Case.
Blinn College. For support of programs: $2.5-million from the estate of Edna Day Hallstein.
Harvard University. For a facility for the law school's legal-services center for the needy in Boston: $2-million from Jim and Dorr.
Juilliard School. For a new residence hall: $5-million from Rosemary Williams.
Miami University (Ohio). For a professorship in the humanities: $1.2-million from John W. Altman.
Midwestern State University (Tex.). For a dormitory: $2-million from Marion and Adaline McCullough.
Ripon College. For a professorship in economics: $1-million from Pendleton Porter Francis.
Teach for America. For support of programs: $3-million over three years from Phillip Morris Companies Inc.
Tel-Statin University. For renovation of facilities for educational programs in the arts and humanities: $1-million from Charles and Nancy Taylor.
University of Alabama. For professorships: $1.8-million from the estate of John E. Sexon.
University of California at Berkeley. For scholarships for women in the school of business: $2.5-million from the estate of Orel Crawford.
University of Florida. For the department of electrical engineering: electromagnetics software valued at $10.5-million from Valid Logic Systems.

Note Book

A new study has found that black and Hispanic students stand a better chance of going to college than do white students when all have the same socioeconomic background.

Robert M. Hauser, director of the Institute for Research on Poverty at the University of Wisconsin at Madison, based his study on Current Population Surveys from 1972 to 1988. The surveys are conducted every October by the Bureau of the Census.

Mr. Hauser said that minority students might be more likely to attend college than whites from similar backgrounds because they are more likely to have difficulty finding jobs after they graduate from high school. "When you don't have opportunities in the labor market, you have to keep going to school," said Mr. Hauser. "In the black community, more schooling has been the traditional route to mobility and prestige."

The report on the study also notes that although the number of black students entering college has been increasing, the proportion of black high-school graduates who go on to college has been declining since the late 1980's.

Copies of the report: "Trends in College Entry Among Whites, Blacks, and Hispanics, 1972-1988," are available for $3.50 each from the Institute for Research on Poverty, 1180 Observatory Drive, 3412 Social Science Building, University of Wisconsin, Madison, Wis. 53706.

■

A University of Houston fraternity, whose members have long been criticized for holding unruly parties and vandalizing property, has been shut down.

The decision to revoke the charter of Sigma Alpha Epsilon's campus chapter was made last month by the fraternity's national organization. The action followed an incident last summer in which a woman's fingertip was bitten off, allegedly by a fraternity member.

National fraternity leaders will consider reinstating the chapter in four years. University officials had earlier suspended the chapter's registration because of complaints from the community.

■

Students from a historically black college and a predominantly white institution are getting to know each other better by living in each other's dormitories, attending conferences together, and staging joint performances.

The partnership between the predominantly white Lynchburg College and historically black Virginia Union University is intended to promote racial harmony among students and to improve their understanding of cultural diversity.

Established by a two-year grant from the Jesse Ball duPont Religious, Charitable, and Educational Fund, the program encourages interaction between students and faculty and staff members on the two campuses.

Students

Minority-Group Enrollment at Colleges Rose 10% From 1988 to 1990, Reaching Record Levels

Black students showed largest two-year gain since 1980, to reach high of 1.2 million, U.S. reports

By JEAN EVANGELAUF

WASHINGTON

The college enrollment of minority-group members rose 10 per cent from 1988 to 1990, reaching record levels for all groups, the U. S. Department of Education said last week.

In a report of its biennial survey on the racial and ethnic characteristics of college students, the department cited the following figures:

- From 1988 to 1990, the enrollment of American Indians and Alaskan Natives rose 10.8 per cent, to 103,000.
- The enrollment of Asian and Pacific Islanders climbed 11.7 per cent, to 555,000.
- The number of black, non-Hispanic students increased 8.2 per cent, to 1,223,000.
- The ranks of Hispanic students rose 11.5 per cent, to 758,000.
- The number of white, non-Hispanic college students went up 3.8 per cent, to 10,675,000.
- The enrollment of foreign students—non-resident aliens studying in the United States on a temporary basis—grew 10 per cent, to 397,000.

Over all, white students accounted for 77.9 per cent of the 13.7 million students enrolled in 1990, followed by blacks, 8.9 per cent; Hispanics, 5.5 per cent; Asians, 4 per cent; foreigners, 2.9 per cent; and American Indians, 0.8 per cent.

The American Council on Education, in a new report that included the Education Department's 1990 enrollment statistics, called the minority-group figures "encouraging signs for the future" but warned that the gains were threatened by the current economic recession.

"We cannot allow attempts to balance federal and state budgets to eradicate efforts on behalf of minorities in higher education," said Robert H. Atwell, the council's president.

"We would be wrong to look at the numbers, see progress, and conclude that recruitment and retention programs on behalf of underserved groups are no longer necessary," he continued. "We made that mistake in the late 1970's, and we have been struggling ever since to regain those lost advances."

The enrollment of black students, a key concern among educators and policy makers, showed the largest two-year gain since 1980.

From 1988 to 1990, the number of black male students grew 7.4 per cent, to 476,000. That total edged past the previous high of 470,000 reached in 1976, the year the survey was first conducted. The number of black female students rose 8.7 per cent from 1988 to 1990, reaching a record high of 747,000.

College-Going Rate Is Stable

Although black enrollment rose 10.5 per cent during the 1980's, the college-going rate of blacks remained stable. During the decade, the proportion of 18-to-24-year-old black high-school graduates enrolled in college averaged about 28 per cent, according to Census Bureau statistics cited in the department report.

The enrollment of Hispanic students followed a similar pattern. The number of such students jumped nearly 61 per cent from 1980 to 1990, but the college-going rate of 18-to-24-year-old Hispanic high-school graduates remained steady at about 29 per cent.

In contrast, the college-going rate of white youths increased from 33 per cent in 1981 to 40 per cent in 1989, while the number of white students rose 8.6 per cent from 1980 to 1990.

Because of an inadequate sample size, figures on the college-participation levels

Continued on Page A37

1990 Racial and Ethnic Enrollment and 2-Year Gains

	Enrollment	2-year gains
American Indian	103,000	10.8%
Asian	555,000	11.7
Black	1,223,000	8.2
Hispanic	758,000	11.5
White	10,675,000	3.8
Foreign	397,000	10.0
Total	13,710,000	5.1%

SOURCE: U. S. Department of Education

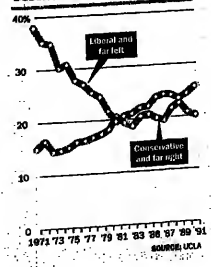
More Freshmen Say They Are Choosing Colleges Based on Costs

By MICHELE N-K COLLISON

More than in the past, students now let their pocketbooks guide them when it comes to choosing a college, a wide-ranging survey of freshmen has found.

The survey was conducted last summer and fall by the Higher Education Research Institute at the University of California at Los Angeles. The results are based on responses from 210,000 students enrolled at 421 colleges and universities.

How College Freshmen Describe Their Political Views



Twenty-seven per cent of the students surveyed said they had selected their colleges because of low tuition. In 1990, 23 per cent of the freshmen reported doing so.

The proportion of students who said they had chosen a college based on offers of financial aid also increased—to 28 per cent, up from 25 percent in 1990. In addition, more students said they had chosen their college or university because it was close enough that they could commute to the campus and hence save money. Twenty-one per cent of the students questioned in 1991 said they had selected a college because it was near their home, compared with 20 per cent in 1990.

More Plan to Get Jobs

More students also must work to pay their college expenses, the survey found. Thirty-seven per cent of the students surveyed in 1991 said there was a "very good chance" that they would have to get a job to help pay for college. In 1990, 34 per cent thought they would have to work. The number of students who said they would have to work full time to pay their college expenses rose to 4.8 per cent in 1991 from 3.5 per cent in 1988.

"Taken together, these figures suggest that neither financial aid nor personal or family resources are keeping pace with the costs of attending college," said Eric L. Dey, associate director of the survey, in a report describing the findings.

"Apparently, economic realities are forcing many students not only to go to work while attending college, but also to choose colleges on the basis of economic, rather than educational considerations," Mr. Dey said.

Steep tuition increases at many colleges made students look to the institutions that

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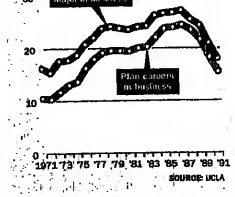
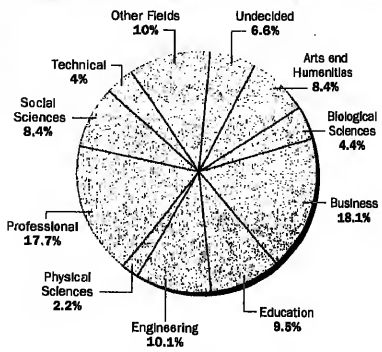
Freshman's Interest in Business



Probable Major Field of Study



Fact File

This Year's College Freshmen: Attitudes and Characteristics

Age on December 31, 1991

18 or younger	0.1%
17	2.0
18	66.4
19	23.6
20	2.6
21-24	2.3
25-29	1.3
30-39	1.3
40-54	0.4
55 or older	0.0

Racial and ethnic background

American Indian	1.5%
Asian-American	3.1
Black	8.2
White	83.4
Mexican-American	2.7
Puerto Rican-American	0.8
Other	1.9

Average grade in high school

A or A+	11.0%
A-	12.5
B+	16.3
B	24.4
B-	14.3
C+	12.2
C	7.0
D	0.4

Year of high-school graduation

1991	90.9%
1990	2.9
1989	0.8
1988 or earlier	3.4
High-school equivalency (GED test)	1.6
Never completed high school	0.3

Have had remedial work in:

English	6.5%
Reading	6.2
Mathematics	11.1
Social studies	4.6
Science	4.9
Foreign language	4.6

Current religious preference

Baptist	17.6%
Buddhist	0.3
Eastern Orthodox	0.4
Episcopal	2.1
Islamic	0.3
Jewish	1.8
Latter Day Saints	0.3
Lutheran	8.7
Methodist	8.8
Presbyterian	3.9
Quaker	0.3
Roman Catholic	33.1
Seventh-Day Adventist	0.3
United Church of Christ	2.1
Other Protestant	4.3
Other	8.5
None	12.3

Born-again Christian

Yes	29.0%
No	71.0

Disabilities

Hearing	0.9%
Speech	0.8
Orthopedic	1.2
Learning	2.2
Health-related	1.3
Partially sighted or blind	2.2
Other	1.6

Residence planned during fall term

With parents or relatives	29.1%
Other private home or apartment	8.2
College dormitory	59.8
Fraternity or sorority house	0.3
Other campus housing	1.7
Other	1.1

Miles from college to home

5 or less	7.4%
6 to 10	7.8
11 to 50	30.7
51 to 100	18.6%
101 to 500	28.5
501 or more	8.9

Father's occupation

Artist (including performer)	0.7%
Businessmen	25.9
Member of clergy or religious worker	1.1
Engineer	7.7
Farmer or forester	4.0
Lawyer	1.6
Military career officer	2.2
Physician or dentist	1.9
Other health professional	1.2
Research scientist	0.5
Teacher or administrator, college	0.7
Teacher or administrator, elementary school	0.9
Teacher or administrator, secondary school	3.4
Worker, skilled	10.0
Worker, semi-skilled	4.9
Worker, unskilled	3.5
Other occupation	26.0
Unemployed	3.0

Father's education (highest level)

Grammar school or less	4.1%
Some high school	7.7
High-school diploma	28.2%
Postsecondary other than college	4.9
Some college	15.7
College degree	20.7
Some graduate school	2.4
Graduate degree	16.3

Mother's occupation

Artist (including performer)	1.3%
Businesswoman	13.7
Member of clergy or religious worker	0.2
Clerical worker	10.0
Engineer	0.3
Farmer or forester	0.6
Homemaker (full-time)	15.0
Lawyer	0.2
Nurse	8.0
Physician or dentist	0.4
Other health professional	1.9
Research scientist	0.1
Social, welfare, or recreation worker	1.6
Teacher or administrator, college	0.5
Teacher or administrator, elementary school	7.7
Teacher or administrator, secondary school	4.1
Worker, skilled	2.2
Worker, semi-skilled	2.6
Worker, unskilled	2.1
Other occupation	21.3
Unemployed	5.9

Mother's education (highest level)

Grammar school or less	[illegible]
Some high school	[illegible]
High-school diploma	[illegible]
Postsecondary other than college	[illegible]
Some college	[illegible]
College degree	[illegible]
Some graduate school	[illegible]
Graduate degree	[illegible]

Status of parents

Living with each other	[illegible]
Divorced or separated	[illegible]
One or both deceased	[illegible]

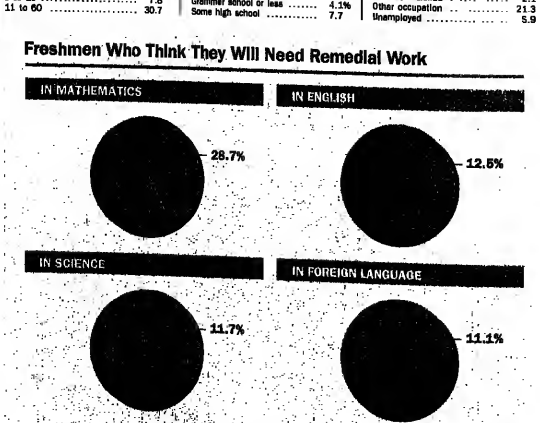
Students estimate chances ... very good that they will:

Change major field	[illegible]
Change career choice	[illegible]
Fail one or more courses	[illegible]
Graduate with honors	[illegible]
Be elected to student office	[illegible]
Get a job to pay college expenses	[illegible]
Work full-time while attending college	[illegible]
Join a social fraternity or sorority	[illegible]
Play varsity athletics	[illegible]
Be elected to an honor society	[illegible]
Make at least a B average	[illegible]
Need extra time to complete degree	[illegible]
Get tutoring in some courses	[illegible]
Work at outside job	[illegible]
Seek vocational counseling	[illegible]
Seek individual counseling on personal problems	[illegible]
Get bachelor's degree	[illegible]
Participate in student protests or demonstrations	[illegible]
Transfer to another college	[illegible]
Drop out permanently	[illegible]
Drop out temporarily	[illegible]
Be satisfied with college	[illegible]
Find job in preferred field	[illegible]
Marry while in college	[illegible]
Participate in volunteer or community-service work	[illegible]

Student rated self above average or in highest 10 per cent in:

Academic ability	[illegible]
Artistic ability	[illegible]
Competitiveness	[illegible]
Cooperativeness	[illegible]
Drive to achieve	[illegible]
Emotional health	[illegible]
Leadership ability	[illegible]
Mathematical ability	[illegible]
Mechanical ability	[illegible]
Physical health	[illegible]
Popularity	[illegible]
Public speaking ability	[illegible]
Reading speed and comprehension	[illegible]
Self-confidence (intellectual)	[illegible]
Self-confidence (social)	[illegible]
Understanding of others	[illegible]
Writing ability	[illegible]

Freshmen Who Think They Will Need Remedial Work



Number of other colleges applied to for admission this year

None	37.6%
One	14.7
Two	15.6
Three	13.7
Four	7.6
Five	4.7
Six or more	5.6

College attended is student's:

First choice	73.7%
Second choice	19.0
Third choice	4.3
Other	2.4

Reasons noted as very important in selecting college attended

Parents' wishes	9.1%
Students' advice	4.3
Good academic reputation	51.6
Good social reputation	22.1
Offered financial assistance	27.6
Offered special education programs	22.2
Low tuition	27.7
Advice of guidance counselor	6.5
Want to live near home	21.3
Friends' suggestion	9.5
Impressed by college	3.9
Impressed by athletic department	5.0
Institution go to top graduate schools	22.2
Institution get good jobs	43.5
Religious affiliation of college	4.5
Size of college	35.0
Racial or ethnic makeup of student body	7.4
Was accepted anywhere else	2.2

Highest degree planned at college attended

None	4.4%
Vocational certificate	2.5
Associate (or equivalent)	26.1%
Bachelor's	48.7
Master's	12.8
Ph.D. or Ed.D.	1.8
M.D., D.O., D.D.S., or D.V.M.	1.2
LL.D. or J.D.	0.7
D.D. or M.Div.	0.2
Other	1.6

Highest degree planned anywhere

None	1.4%
Vocational certificate	1.8
Associate (or equivalent)	7.3
Bachelor's	28.2
Master's	35.5
Ph.D. or Ed.D.	12.5
M.D., D.O., D.D.S., or D.V.M	5.9
LL.B. or J.D.	4.4
D.D. or M.Div.	0.3
Other	1.8

Probable career occupation

Accountant or actuary	4.7%
Actor or entertainer	0.9
Architect or urban planner	2.2
Artist	1.6
Business (clerical)	1.3
Business executive	7.3
Business proprietor	2.5
Business salesperson or buyer	1.1
Clergy (minister or priest)	0.2
Clergy (other)	0.1
Clinical psychologist	1.5
Computer programmer or analyst	2.4
Conservationist or forester	1.1
Dentist	0.5
Dietitian or home economist	0.2
Educator (college)	0.5
Educator (elementary)	5.2
Educator (secondary)	3.5
Engineer	9.0
Farmer or rancher	0.7
Foreign-service worker	0.7
Homemaker (full-time)	0.3
Interior decorator	0.4
Interpreter	0.2
Journalist or writer	1.9%
Lab technician or hygienist	0.8
Law-enforcement officer	1.9
Lawyer or judge	4.5
Military service	0.9
Musician	1.0
Nurse	5.2
Optometrist	0.3
Pharmacist	1.1
Physician	4.4
Research scientist	1.5
School counselor	0.4
School principal	0.1
Social, welfare, or recreation worker	1.2
Statistician	0.1
Therapist	3.4
Veterinarian	1.1
Skilled trades	1.8
Other occupation	9.5
Undecided	11.2

Estimated parental income

Less than $6,000	3.3%
$6,000-$9,999	3.3
$10,000-$14,999	5.3
$15,000-$19,999	5.3
$20,000-$24,999	6.7
$25,000-$29,999	7.2
$30,000-$39,999	14.0
$40,000-$49,999	13.7
$50,000-$59,999	11.9
$60,000-$74,999	11.4
$75,000-$99,999	8.0
$100,000-$149,999	5.0
$150,000-$199,999	2.1
$200,000 or more	2.8

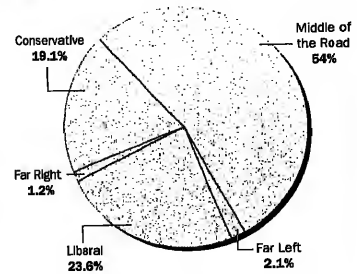
Received any aid from:

Parents, relatives, or friends	76.1%
Spouse	1.9
Savings from summer work	49.5
Other savings	28.5
Part-time job on campus	19.7
Part-time job off campus	23.7
Full-time job while in college	2.8
Pell Grant	23.2
Supplemental Educational Opportunity Grant	6.5%
State scholarship	13.4
College Work-Study	10.9
Other college grant	22.4
Other private grant	9.4
Other govt. aid (ROTC, GI, etc.)	2.6
Stafford Loan	22.1
Perkins Loan	6.9
Other college loan	5.2
Other loan	5.4
Other source	3.0

Received $1,500 or more from:

Parents, relatives, or friends	46.1%
Spouse	0.4
Savings from summer work	6.5%
Other savings	5.7
Part-time job on campus	1.5
Part-time job off campus	1.4
Full-time job while in college	0.7
Pell Grant	7.2
Supplemental Educational Opportunity Grant	1.4
State scholarship	3.7
College Work-Study	1.8
Other college grant	10.5
Other private grant	2.4
Other govt. aid (ROTC, GI, etc.)	1.5
Stafford Loan	13.1
Perkins Loan	1.8
Other college loan	2.9
Other loan	3.2
Other source	1.3

Political Views



Number of hours per week in the last year spent on these activities

None:	
Studying or doing homework	1.7%
Socializing with friends	0.3
Talking with teachers outside of class	6.8
Exercising or sports	4.9
Partying	14.8
Working	26.6
Volunteer work	47.0
Student clubs or groups	29.2
Watching television	4.3
8 or more hours:	
Studying or doing homework	38.1%
Socializing with friends	77.1
Talking with teachers outside of class	5.6
Exercising or sports	48.2
Partying	33.3
Working	60.2
Volunteer work	6.8
Student clubs or groups	15.7
Watching television	34.1

High-school activities and awards

Was elected president of one or more student organizations	18.7%
Received a high rating in a state or regional music contest	10.5
Had a major part in a play	11.1
Won an award in an art competition	7.9
Took an SAT or ACT preparation course	35.4
Edited a school publication	11.4
Participated in course-related community-service projects	17.9
Won an award in a state or regional science contest	6.1
Was a member of a scholastic honor society	27.0

Note: The statistics are based on survey responses of 210,739 freshmen entering 431 two-year and four-year institutions in the fall of 1991. The figures were statistically adjusted to represent the total population of 1.6 million full-time, full-time freshmen. Because of rounding or multiple responses, figures may add to more than 100 per cent.

SOURCE: "THE AMERICAN FRESHMAN: NATIONAL NORMS FOR FALL 1991," BY ALEXANDER W. ASTIN, PUBLISHED BY AMERICAN COUNCIL ON EDUCATION AND UNIVERSITY OF CALIFORNIA AT LOS ANGELES

Their Opinions, Activities, and Goals

	Total	Men	Women
Activities in the past year:			
Attended a religious service	82.7%	78.9%	86.1%
Was bored in class *	30.0	30.8	29.3
Participated in organized demonstrations	39.0	36.8	41.0
Failed to complete homework on time	55.0	49.0	61.0
Tutored another student	44.7	43.6	45.6
Did extra work or reading for a class *	10.0	8.8	12.1
Socialized with other students	84.1	83.0	85.1
Was a guest in teacher's home	27.9	28.1	27.7
Smoked cigarettes *	11.3	10.4	12.1
Drank beer	57.3	63.8	51.6
Drank wine or liquor	56.8	54.9	58.6
Stayed up all night	78.8	79.9	77.9
Spoke a language other than English at home *	6.3	6.2	6.3
Felt overwhelmed by all I had to do *	20.2	13.3	26.2
Felt depressed *	6.9	6.1	11.3
Performed volunteer work	64.7	62.1	66.8
Came late to class	54.0	57.0	51.4
Played a musical instrument	37.2	34.8	39.4
Asked a teacher for advice after class *	18.6	16.3	20.8
Voted in a student election	78.0	77.6	78.4
Used a personal computer *	37.5	38.9	36.2
Typed a homework assignment *	31.1	28.8	33.0
Discussed politics *	20.5	23.9	17.6
Discussed sex *	31.5	35.8	27.9
Demonstrated for change in some military policy	9.2	10.2	8.3
Reasons noted as very important in deciding to go to college:			
Parents wanted me to go	33.7%	31.9%	35.2%
Could not find job	7.3	6.7	7.9
To get away from home	15.8	15.5	15.7
To be able to get a better job	78.8	77.7	79.4
To gain a general education and appreciation of ideas	60.7	53.5	60.9
To improve reading and study skills	37.4	32.6	41.6
Making better to do	2.8	3.4	2.3
To become a more cultured person	37.2	30.5	43.0
To be able to make more money	74.7	77.1	72.5
To learn more about things that interest me	73.2	69.4	76.4
To prepare for graduate or professional school	54.2	48.8	58.9
Agree strongly or somewhat that:			
Government is not doing enough to protect the consumer from faulty goods and services	69.1%	65.1%	72.6%
Government is not doing enough to control pollution	85.5	84.4	86.5
Taxes should be raised to reduce the federal deficit	25.5	29.3	22.2
There is too much concern in the courts for the rights of criminals	65.3	67.8	63.4

* Frequently only; all other activities frequently or occasionally

	Total	Men	Women
Military spending should be increased	26.0%	28.1%	24.1%
Abortion should be legal	63.0	63.0	63.0
The death penalty should be abolished	21.1	18.8	23.2
It is all right for two people who really like each other to have sex even if they've known each other for a very short time	50.1	85.0	37.2
Married women's activities are best confined to home and family	28.0	31.8	20.8
Marijuana should be legalized	20.9	24.2	18.0
Busing to achieve racial balance in schools is all right	54.7	54.7	54.8
It is important to have laws prohibiting homosexual relationships	42.2	53.4	32.5
The chief benefit of college is that it increases one's earning power	71.0	75.2	67.3
Employers should be allowed to require employees or job applicants to take drug tests	80.8	79.1	82.3
The best way to control AIDS is through widespread, mandatory testing	66.4	66.3	66.5
Just because a man thinks that a woman has "led him on" does not entitle him to have sex with her	87.1	80.4	92.8
The government should do more to control the sale of handguns	78.1	66.8	87.8
A national health-care plan is needed to cover everybody's medical costs	75.6	72.1	79.0
Nuclear disarmament is attainable	63.7	64.8	62.7
Racial discrimination is no longer a major problem in America	20.3	22.8	18.0
The federal government should do more to discourage energy consumption	78.5	78.2	78.6
Realistically, an individual can do little to bring about changes in our society	31.3	35.0	28.0
Objectives considered essential or very important:			
Becoming accomplished in a performing art	10.1%	9.7%	10.5%
Becoming an authority in own field	67.6	69.4	66.1
Obtaining recognition from colleagues for contributions to field	63.2	63.9	62.6
Influencing the political structure	17.9	18.5	16.5
Influencing social values	39.6	33.8	44.7
Raising a family	67.7	66.4	68.9
Having administrative responsibility for the work of others	41.2	41.8	40.6
Being very well-off financially	73.7	77.3	70.5
Helping others who are in difficulty	60.3	50.2	68.9
Making a theoretical contribution to science	16.6	18.5	13.5
Writing original works	12.0	12.0	12.1
Creating artistic work	11.3	11.4	11.2
Becoming successful in own business	42.0	47.3	37.5
Becoming involved in programs to clean up environment	31.3	30.4	32.0
Developing a meaningful philosophy of life	43.2	41.6	44.6
Participating in a community-action program	23.5	19.9	26.6
Helping to promote racial understanding	33.7	29.9	36.6
Keeping up to date with political affairs	37.1	39.9	34.7

More Freshmen Choose Colleges Based on Costs, Study Finds

Continued From Page A33

cost less this academic year. Admissions officials have said that the stagnant economy made students and their parents more price-conscious and prompted some of the more expensive private colleges to offer more scholarships.

The survey, which has been conducted annually for the past 25 years, questioned students on a wide range of personal and academic issues. It also found:

- Students make far greater use of their personal computers than they have in the past. The number who said they frequently used personal computers increased to 37 per cent in 1991, up from 28 per cent in 1989.
- More students have completed remedial work in high school or will need such work in college. For example, 12 per cent of the students questioned in 1991 said they expected to need remedial help in English, compared with 10 per cent of the students in 1990.
- High-school students had had less interaction with teachers outside the classroom than in previous years. The proportion of students who reported they had visited a high-school teacher's home was at an all-time low of 28 per cent.
- Students' interest in business declined for the fourth year in a row. In 1991, only 15.6 per cent of the freshmen surveyed said they wanted to major in business, compared with 27 per cent in 1987, the peak year. By contrast, interest in the health professions is rising. Thirteen per cent of the students said they wanted to major in the health professions, up from 7 per cent in 1987. And after years of declining interest, more students expressed interest in nursing careers: 5 per cent of those surveyed in 1991, compared with a low of 2 per cent in 1987.
- The proportion of students who call themselves politically liberal increased slightly for the second straight year, to 26 per cent. The proportion of those who call themselves conservative declined to 20 per cent, down from 22 per cent in 1989. The report said that the figures did not reflect the "widespread claim of growing conservatism" among students.
- Eighty-seven per cent of those surveyed agreed with the statement, "Just because a man thinks a woman 'has led him on' does not entitle him to have sex with her." Eighty-three per cent agreed with the statement when the question was first asked in 1987.

"These figures suggest that neither financial aid nor personal or family resources are keeping pace with the costs of attending college"

Copies of the report on the survey, "The American Freshman: National Norms for Fall 1991," are available for $20 each from the Higher Education Research Institute, UCLA Graduate School of Education, 405 Hilgard Avenue, Los Angeles 90024. ■

U.S. Projections of Enrollment Revised Upward

Continued From Page A1

and older. Such students will account for 23 per cent of the enrollment in 2002, up from 19 per cent in 1990. The share of enrollment of those under age 25 will remain at about 57 per cent over the period, while the proportion of those from the ages of 25 to 34 will drop to 20 per cent from 25 per cent.

The number of new high-school graduates is expected to remain stable at about 2.4 million a year over the next several years. Beginning in 1995, the number of graduates will rise, leveling off at about 2.9 million from 1999 to 2002.

Following the pattern of enrollment increases, the number of academic degrees awarded annually by colleges is expected to rise steadily throughout the next decade. From 1991 to 2001, the number of associate degrees awarded will rise 15 per cent, to 539,000; bachelor's degrees will increase 12 per cent, to 1.2 million; and doctoral degrees will increase 7 per cent, to 41,400.

SUSAN MOHAN FOR THE CHRONICLE

Elaine El-Khawas: "Jobs for high-school graduates have dried up, and college training has become the new minimum."

Copies of the department's 218-page forecast, "Projections of Education Statistics to 2002," are available for $12 each from the Superintendent of Documents, U.S. Government Printing Office, Mail Stop ssop, Washington 20402-9328. Request stock number 065-000-00473-9. ■

FACT FILE: Projections of College Enrollment, Degrees and High-School Graduates, 1991 to 2002

	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
College enrollment												
Total	14,106,000	14,235,000	14,366,000	14,512,000	14,621,000	14,803,000	14,978,000	15,227,000	15,462,000	15,692,000	15,865,000	16,030,000
Men	6,473,000	6,518,000	6,531,000	6,548,000	6,575,000	6,647,000	6,691,000	6,774,000	6,853,000	6,922,000	6,991,000	7,052,000
Women	7,632,000	7,719,000	7,835,000	7,963,000	8,046,000	8,156,000	8,287,000	8,453,000	8,609,000	8,770,000	8,874,000	8,978,000
Public	10,982,000	11,083,000	11,187,000	11,305,000	11,393,000	11,537,000	11,673,000	11,854,000	12,043,000	12,220,000	12,355,000	12,478,000
Private	3,123,000	3,152,000	3,179,000	3,207,000	3,228,000	3,266,000	3,305,000	3,363,000	3,419,000	3,472,000	3,510,000	3,552,000
Full-time	7,844,000	7,871,000	7,895,000	7,949,000	7,988,000	8,095,000	8,212,000	8,408,000	8,588,000	8,770,000	8,906,000	9,035,000
Part-time	6,261,000	6,364,000	6,471,000	6,563,000	6,633,000	6,708,000	6,766,000	6,819,000	6,874,000	6,922,000	6,959,000	6,995,000
Full-time-equivalent *	10,106,000	10,171,000	10,232,000	10,321,000	10,385,000	10,519,000	10,656,000	10,871,000	11,070,000	11,270,000	11,418,000	11,561,000
Four-year institutions												
Total	8,844,000	8,923,000	8,990,000	9,066,000	8,120,000	9,227,000	8,334,000	8,500,000	9,055,000	9,810,000	9,927,000	10,041,000
Public	5,993,000	6,045,000	6,088,000	6,138,000	6,176,000	6,247,000	5,320,000	8,434,000	6,539,000	6,646,000	6,727,000	6,803,000
Private	2,851,000	2,878,000	2,902,000	2,927,000	2,945,000	2,980,000	3,014,000	3,066,000	3,110,000	3,164,000	3,200,000	3,238,000
Two-year institutions												
Total	5,261,000	5,312,000	5,376,000	5,446,000	5,501,000	5,576,000	5,644,000	5,727,000	5,807,000	5,882,000	5,938,000	5,989,000
Public	4,989,000	5,038,000	5,099,000	5,166,000	5,218,000	5,290,000	5,353,000	5,430,000	5,504,000	5,574,000	5,628,000	5,678,000
Private	272,000	274,000	277,000	280,000	283,000	286,000	291,000	287,000	303,000	308,000	310,000	314,000
Undergraduate												
Total	12,084,000	12,185,000	12,247,000	12,356,000	12,449,000	12,610,000	12,768,000	12,998,000	13,216,000	13,430,000	13,598,000	13,748,000
Public	8,747,000	9,818,000	9,892,000	9,987,000	10,085,000	10,196,000	10,322,000	10,501,000	10,870,000	10,841,000	10,969,000	11,084,000
Private	2,337,000	2,347,000	2,356,000	2,369,000	2,384,000	2,414,000	2,446,000	2,497,000	2,646,000	2,585,000	2,628,000	2,664,000
Graduate												
Total	1,712,000	1,752,000	1,793,000	1,826,000	1,842,000	1,859,000	1,872,000	1,888,000	1,901,000	1,908,000	1,915,000	1,926,000
Public	1,106,000	1,134,000	1,160,000	1,182,000	1,192,000	1,204,000	1,212,000	1,223,000	1,231,000	1,236,000	1,241,000	1,246,000
Private	604,000	618,000	633,000	644,000	650,000	655,000	660,000	665,000	670,000	672,000	674,000	678,000
Professional												
Total	309,000	318,000	326,000	330,000	330,000	334,000	338,000	341,000	346,000	348,000	352,000	356,000
Public	127,000	131,000	135,000	136,000	136,000	137,000	139,000	140,000	142,000	143,000	145,000	146,000
Private	182,000	187,000	191,000	194,000	194,000	197,000	199,000	201,000	203,000	205,000	207,000	210,000
Degrees												
Associate												
Total	470,000	477,000	478,000	478,000	480,000	487,000	491,000	500,000	507,000	518,000	529,000	539,000
Men	200,000	205,000	204,000	204,000	203,000	204,000	206,000	208,000	209,000	213,000	216,000	219,000
Women	270,000	272,000	272,000	274,000	277,000	283,000	286,000	292,000	298,000	306,000	313,000	320,000
Bachelor's												
Total	1,064,000	1,081,000	1,101,000	1,100,000	1,100,000	1,098,000	1,100,000	1,102,000	1,114,000	1,129,000	1,164,000	1,189,000
Men	492,000	495,000	514,000	511,000	510,000	507,000	505,000	503,000	507,000	509,000	523,000	528,000
Women	572,000	586,000	587,000	589,000	590,000	591,000	595,000	599,000	607,000	620,000	641,000	661,000
Master's												
Total	327,000	338,000	343,000	350,000	354,000	354,000	356,000	357,000	362,000	388,000	376,000	383,000
Men	150,000	157,000	159,000	162,000	166,000	164,000	164,000	165,000	168,000	173,000	179,000	184,000
Women	177,000	181,000	184,000	188,000	189,000	190,000	191,000	192,000	194,000	195,000	197,000	199,000
Doctorate												
Total	38,700	38,300	39,800	40,000	40,200	40,400	40,500	40,900	41,100	41,200	41,400	41,400
Men	24,200	24,300	24,400	24,100	23,800	23,600	23,400	23,300	23,200	22,900	22,700	22,400
Women	14,500	15,000	15,400	15,900	16,400	16,800	17,200	17,600	17,900	18,300	18,700	19,000
First-professional												
Total	73,800	80,100	82,800	85,500	87,800	88,100	88,100	89,100	90,900	92,200	92,900	94,400
Men	44,200	49,000	50,400	51,500	52,500	52,800	52,800	53,500	54,500	55,300	56,000	57,000
Women	28,800	31,100	32,200	34,000	35,300	35,300	35,300	35,600	36,300	36,900	36,900	37,400
High-school graduates												
Total	2,466,000	2,446,000	2,470,000	2,464,000	2,583,000	2,615,000	2,719,000	2,831,000	2,865,000	2,932,000	2,843,000	2,882,000
Public	2,210,000	2,193,000	2,215,000	2,209,000	2,298,000	2,346,000	2,438,000	2,536,000	2,587,000	2,629,000	2,539,000	2,584,000
Private	265,000	253,000	255,000	255,000	285,000	270,000	281,000	293,000	298,000	303,000	304,000	298,000

Note: Details may not add to totals because of rounding.
* Estimate based on full-time enrollment plus the full-time equivalent of part-time enrollment as reported by institutions

SOURCE: U.S. DEPARTMENT OF EDUCATION

Minority-Group Rolls Rise 10%, Reaching a Record Level

Continued From Page A33

of American Indian and Asian students are not available.

Minority students were more likely than whites to be enrolled in undergraduate programs, according to the department report. Among minority students, 91.2 per cent were undergraduates and 8.8 percent were graduate and professional-school students. For white students, the comparable figures were 86.5 per cent and 13.5 per cent.

Black and white students selected public institutions over private ones at the same rate, with about 78 per cent of each group attending public colleges in 1990. The representation of students of other racial and ethnic backgrounds in public colleges was higher, with such institutions attracting 87 per cent of American Indians, 86 per cent of Hispanics, and 80 per cent of Asians.

"We cannot allow attempts to balance federal and state budgets to eradicate efforts on behalf of minorities."

Following the pattern of the 1980's, minority students were more likely than white students to enroll at two-year colleges. In 1990, 45 per cent of minority and 37 per cent of white students attended two-year institutions.

Citing technical problems with the 1990 survey, the department urged that caution be used in interpreting data for public two-year institutions. Because of incomplete responses from such colleges in California, Florida, Hawaii, Indiana, and South Dakota, the department estimated the distribution of enrollment by race and ethnicity for about one-third of community-college enrollments. The department typically applied the 1988 distribution to the 1990 figures on total enrollment.

Progress 'Uneven at Best'

The Education Department statistics cover students enrolled in the 50 states and the District of Columbia, and exclude those in Puerto Rico and other outlying areas.

The American Council on Education's annual report included a special section on racial and ethnic employment trends in colleges and universities.

Minority progress in college employment has been "uneven at best," the report said, with American Indians, blacks, Hispanics, and U.S.-born Asians "severely underrepresented" on most college faculties. In 1989, about 11.5 per cent of full-time faculty members were members of minority groups, up from 9 per cent a decade earlier.

Efforts 'Still Much Needed'

The share of minority faculty members with tenure remained stable during the 1980's at about 60 per cent, while the proportion of white faculty members with tenure went up three percentage points, to 72 per cent.

From 1979 to 1989, the proportion of full-time college workers who were minority-group members rose from 18 per cent to 20 per cent. However, American Indians, blacks, and Hispanics were more likely than white men to hold nonfaculty and non-managerial jobs.

"Affirmative and targeted efforts are still much needed, and, in fact, must be strengthened during the 1990's if higher education is to increase the representation of people of color in faculty and leadership positions," the council said in its report.

The council called on colleges to work to increase the number of minority Ph.D. recipients, to make the faculty hiring process more fair, and to insure that once hired, minority faculty members are "supported and mentored to achieve success in teaching, research and publication."

Copies of the American Council on Education study, "The Tenth Annual Status Report on Minorities in Higher Education," are available for $10.50, prepaid, from ACE, Publications Department, One Dupont Circle, Washington 20036.

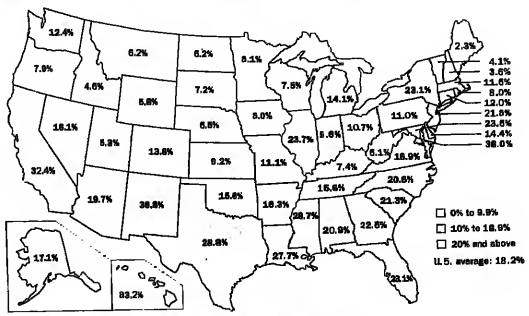
Copies of the U.S. Department of Education report, "Trends in Racial / Ethnic Enrollment in Higher Education: Fall 1980 through Fall 1990," are available free of charge from the U.S. Department of Education, Office of Educational Research and Improvement, Education Information Branch, Room 300, 555 New Jersey Avenue, N.W., Washington 20208-5641; (800) 424-1616. ■

1990 Enrollment by Racial and Ethnic Group (in thousands)

	American Indian	Asian	Black	Hispanic	White	Foreign
Alabama	103	655	1,223	758	10,675	397
Alaska	90	445	952	546	8,340	265
Arizona	12	109	273	110	2,335	132
Arkansas	43	287	476	344	4,841	149
California	90	268	747	414	5,834	248
Colorado	48	343	715	344	6,757	322
Connecticut	54	212	509	414	3,918	75
Delaware	95	485	1,124	702	9,231	226
D.C.	6	52	84	40	1,221	185
Florida	1	18	18	10	222	5

SOURCE: U.S. DEPARTMENT OF EDUCATION

FACT FILE: State-by-State Enrollment by Race, 1990



The map shows the proportion of enrollments in each state comprising American Indian, Asian, black, and Hispanic students.

	Total	American Indian	Asian	Black	Hispanic	White	Foreign
Alabama	247,117	591	1,699	48,180	1,138	190,920	4,589
Alaska	29,833	2,846	740	1,079	634	24,264	468
Arizona	264,736	8,845	8,116	7,585	29,618	205,878	8,895
Arkansas	90,425	438	740	12,188	431	75,157	1,471
California *	1,771,746	21,005	215,416	114,804	222,749	1,131,741	66,031
Colorado	231,547	2,315	5,417	6,943	17,319	194,943	4,810
Connecticut	189,480	433	4,362	9,952	5,648	144,285	4,820
Delaware	42,004	99	710	4,710	548	35,155	784
D.C.	80,589	270	3,222	24,770	2,406	40,977	9,024
Florida *	538,389	1,816	10,871	53,400	58,490	397,660	16,132
Georgia	251,810	548	4,241	49,199	2,740	189,189	5,893
Hawaii *	53,772	182	31,356	1,457	1,002	16,132	3,663
Idaho	61,881	485	706	310	1,004	48,024	1,352
Illinois	729,248	2,245	32,353	89,218	48,932	541,347	16,151
Indiana *	283,015	720	3,913	16,323	4,380	251,389	7,290
Iowa	170,515	441	2,430	4,044	1,587	155,204	6,809
Kansas	183,478	1,969	2,717	6,798	3,538	143,116	5,340
Kentucky	177,852	508	1,343	10,491	738	162,549	2,225
Louisiana	188,699	858	2,883	44,738	3,448	130,361	4,513
Maine	57,186	398	418	298	195	55,487	392
Maryland	264,862	852	11,894	44,682	5,026	195,079	7,629
Massachusetts	418,874	1,220	16,144	18,376	12,501	349,516	21,117
Michigan	569,803	3,547	10,693	56,786	9,064	475,505	14,178
Minnesota	253,789	2,002	4,948	4,143	1,936	235,231	5,529
Mississippi	122,883	377	783	33,899	395	85,699	1,930
Missouri	289,407	1,132	4,487	23,050	3,434	250,758	6,546
Montana	35,876	2,427	120	114	280	32,200	735
Nebraska	112,831	729	1,178	2,723	1,569	104,620	2,022
Nevada	61,728	1,043	2,559	2,931	3,408	50,910	877
New Hampshire	59,610	229	760	669	490	58,522	840
New Jersey	323,947	776	14,340	33,113	21,642	241,668	12,410
New Mexico	85,596	4,596	1,126	2,176	23,835	52,573	1,491
New York	1,040,484	3,914	49,171	112,173	74,835	753,074	47,317
North Carolina	351,990	3,082	5,622	62,032	2,528	273,874	4,852
North Dakota	37,878	1,616	286	248	195	34,380	1,158
Ohio	556,702	1,422	7,356	45,270	5,467	482,201	13,986
Oklahoma	173,221	9,809	2,904	11,818	2,835	140,685	5,392
Oregon	166,641	1,894	6,321	2,153	2,990	145,797	7,886
Pennsylvania	804,080	1,011	13,588	44,009	7,709	523,157	14,586
Rhode Island	78,273	222	1,891	2,558	1,608	69,974	2,022
South Carolina	159,302	334	1,494	31,177	911	122,984	2,422
South Dakota *	34,208	1,912	198	250	94	31,106	648
Tennessee	228,238	478	2,283	31,240	1,302	186,541	4,398
Texas	901,437	3,006	27,907	80,458	148,296	817,628	24,144
Utah	121,303	1,322	2,243	661	2,233	110,150	4,894
Vermont	36,398	131	689	375	428	34,178	717
Virginia	353,442	880	11,400	49,566	4,803	280,788	6,027
Washington	283,278	3,854	15,424	7,361	8,122	225,213	5,304
West Virginia	84,790	139	888	3,180	360	78,795	1,648
Wisconsin	299,774	2,060	4,991	10,667	4,692	271,096	6,278
Wyoming	31,328	444	184	284	905	28,952	567
Total	13,710,150	102,618	554,803	1,223,303	758,054	10,874,784	398,588

* High proportions of enrollment figures for public two-year institutions were imputed based on 1988 data because institutions did not provide complete statistics on 1990 enrollment.

SOURCE: U.S. DEPARTMENT OF EDUCATION

Quick Hits

The National Football League and National Basketball Association should consider forming farm systems to train players, according to the National Collegiate Athletic Association's executive director, Richard D. Schultz.

Responding to complaints that tough new academic standards would limit access to NCAA colleges, Mr. Schultz noted at the association's annual convention that there were other avenues for underprepared athletes, including junior colleges and prep schools.

"If that's not good enough," he said, "maybe it's time for the NFL and the NBA to establish farm systems so people who don't want to go to school can find another route to develop their skills."

■

A vote at the NCAA annual meeting could create a "new level of hometeamism" in college sports. So said one person at the NCAA meeting, where delegates rejected a carefully crafted proposal that would have created a new non-scholarship, low-cost playing level for football in Division I.

Proponents of the new division, known as I-AAA, argued that it was a necessary follow-up to a rule approved last year barring Division I colleges from playing football in Division III after August 1993. Division III members had complained that the 22 colleges that played basketball in Division I but football in Division III had an edge in size and resources over the "true" Division III colleges, although they played by the same set of rules.

The proposal to create a I-AAA subdivision was favored not only by the 22 affected colleges but by 25 or so Division I institutions that were interested in starting football teams if they could do so at a low cost.

The proposal, which had to be approved by a majority of colleges in all three divisions, was rejected by Division II members, many of which objected to a proposal that would have barred their institutions from moving up to Division I to play in the new football division.

The Division I colleges without a home for their football program are exploring their options. They may either play in Division I-AA, which offers limited scholarships, or try to establish a non-scholarship playing level within Division I-AA.

■

The NCAA's delegates took a step—albeit a small one—toward giving athletes a smoother path to the professional leagues.

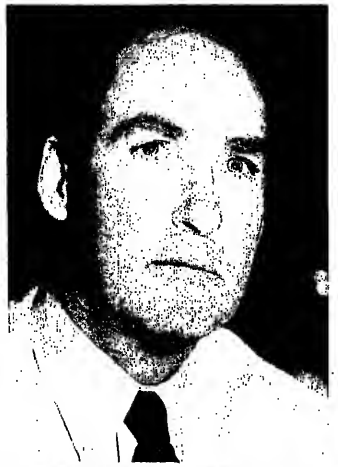
The delegates did not go so far as to give athletes the right to enter professional-league drafts without forfeiting their eligibility, as Mr. Schultz and advocates for athletes had urged.

But they did vote to give athletes the right to talk with executives of professional teams to gauge their market value and how high they might go if they entered the drafts, as long as they do not use an agent in the negotiations.

Athletics

NCAA's Leaders See Big Strides in Effort to Reshape Sports

Although academic standards are applauded, some observers question status of reforms



James Delany of the Big Ten: "The national rule makers should hand the mantle to the institutions and the conferences."

PHOTOGRAPHS BY MARY ANNE FAYE FOR THE CHRONICLE

Thomas K. Hearn, Jr., of president's commission: "We have done many of the major things that needed to be done."

By DOUGLAS LEDERMAN

With the adoption of tougher academic standards at its annual meeting this month, the National Collegiate Athletic Association has made major strides in its campaign to reshape college sports, its leaders say.

Since the NCAA's executive director, Richard D. Schultz, issued a stirring call in January 1990 for a "new model" of college sports, they say, the group has taken steps to achieve many of the goals he laid out. Costs and time demands on athletes have been reduced, presidents have re-established themselves as the association's dominant force, and a formula for sharing television revenues more fairly has been introduced, to name a few of the gains.

The key remaining component of the "reform" agenda—a plan to certify sports programs based on how well they "fit" in their colleges—is due for consideration at next January's annual meeting.

"I think everybody believes that we have done many of the major things that needed to be done," said Thomas K. Hearn, Jr., president of Wake Forest University and a member of the NCAA's presidents' commission.

Strategic Plan for Next 5 Years

Mr. Hearn and other presidents are quick to add that they do not believe their work is done. They note that their strategic plan, which sets their agenda for the next three years, plots an aggressive course.

While there is broad agreement about the virtue of the new academic standards, many other observers of college sports are less generous about the other achievements of the last two years.

Some say the reform movement has failed to reach some of its own objectives. They say that the cost cuts approved last year will do little to ease the escalating financial pressures on sports programs, and that colleges have yet to grapple head on with the challenge of providing equitable treatment to women's sports.

> **"While some of the steps that have been taken are laudable, none of them really come to grips with the megaquestions, like the commercialism and the links to television revenues."**

Others note serious storm clouds that still hover over college sports in the form of legislation from federal and state lawmakers and tax scrutiny from the Internal Revenue Service. The NCAA's recent changes, they say, have done little to repair the damage college sports have done recently to the image of higher education.

Still others say the NCAA's leaders have barely acknowledged, let alone addressed, a more fundamental problem: That truly meaningful changes cannot be accomplished until the NCAA diminishes the enormous financial incentives associated with winning and the perception that big-time sports are more professional than amateur.

"No one at this point could feel totally secure about the future of college sports," said John Weistart, a sports-law expert at Duke University, in an interview. "While some of the steps that have been taken are laudable, none of them come to grips with the megaquestions, like the commercialism and the links to television revenues."

"We can take pride in what has been accomplished, but it would be naive not to think that the real major steps are still ahead of us," said James J. Whalen, president of Ithaca College and former member of the presidents' panel. What college sports need, Mr. Whalen said, is "not reform" but "revolution."

'New Model' Proposed in 1990

The current wave of reform can be traced to Mr. Schultz's "new model" speech in January 1990. Three years earlier, the NCAA's members had rejected a series of cost-cutting measures offered by the presidents' commission, and the panel, deeply divided over how to proceed, had dedicated itself to a period of study.

Mr. Schultz's 1990 speech was important because it marked the first time that a top official of the NCAA had urged significant change. He called for major cutbacks

Continued on Page A40

Summaries of Rules Changes Approved by the NCAA

ANAHEIM, Calif.

Following are summaries of 67 rules changes that were adopted this month at the 86th annual convention of the National Collegiate Athletic Association here.

Unless otherwise specified, the rules adopted at the convention take effect immediately.

"Presidents' Commission's Reforms

Core-Curriculum Requirements

Increase to 13 from 11 the minimum number of high-school core courses that a freshman athlete in Division I or Division II must have completed to be eligible to compete or receive sports scholarship in the first year of college, and requires that the two extra courses be in either English, mathematics, or natural or physical science. Effective date: August 1, 1993, for athletes first entering college on or after that date.

Initial-Eligibility Index

Increases to 2.5 from 2.0 the minimum grade-point average that an incoming Division I athlete must achieve in the 13 high-school core courses to be eligible to compete and receive a sports scholarship as a freshman. This rule also establishes a limited indexing system by which a freshman athlete who scores a 900 on the Scholastic Aptitude Test or 21 on the American College Testing Program's exam can become eligible by attaining a 2.0 grade-point average in the high-school core courses. An 850 on the SAT would require a 2.125 core GPA, an 800 would require a 2.25, and so on to the minimum 700, which would require a 2.5 core GPA. Effective date: August 1, 1993, for athletes first entering college on or after that date.

Official Visit Prior to Early-Signing Period

Bars a recruit in all Division I sports that have early-signing periods (all sports other than football, women's volleyball, field hockey, soccer, and water polo) from receiving an official paid visit to a campus before the early signing date unless the athlete has scored at least 700 on the SAT or 17 on the ACT and achieved a 2.0 grade-point average in at least seven core courses. Effective date: August 1, 1993.

Satisfactory Progress—Mid-Year Transfer Students

Requires an athlete who transfers to a Division I or II college in the middle of an academic year to be certified under academic-progress rules at the beginning of the next fall term, even if the athlete does not compete during the spring semester.

Satisfactory Progress—Regular Academic Year

Specifies that 75 per cent of the credit hours used by a Division I or II athlete to fulfill academic-progress rules must be earned during the regular academic year, limiting to 25 per cent the ratio of hours that may be earned during summer sessions. Limited waivers may be granted by the NCAA's academic-requirements committee. Effective date: August 1, 1992.

Satisfactory Progress—Fulfillment, Degree Requirements, and Minimum Grade-Point Average

Requires a Division I athlete to complete successfully a minimum proportion of the course requirements in his or her degree program each year to be eligible to compete, and specifies that to be eligible, a Division I athlete must achieve a minimum grade-point average based upon a proportion of the minimum GPA required for graduation at his or her institution. To be eligible under the first requirement, a student at a Division I or II college must have successfully completed 25 per cent of the course requirements in his or her major by the start of the third year of enrollment, 50 per cent by the start of the fourth year, and 75 per cent by the start of the fifth year. Under the second requirement, a student entering his or her third year must present a GPA equal at least to 90 per cent of the cumulative GPA required for graduation at the college, and a student entering the fourth or a subsequent year must have a GPA equal to 95 per cent of that required for graduation. Waivers to both rules may be requested through the NCAA's academic-requirements committee. Effective date: August 1, 1992.

Coaches' Athletically Related Income

Specifies that coaches in Divisions I and II must receive prior written approval each year from their presidents for all athletically related income from sources outside the institution, for any use of the institution's name or logo in the endorsement of products or services for personal gain, or for any outside compensation from shoe or equipment manufacturers in exchange for the use of such merchandise by the coach's team.

Annual Coaches' Certification—Division II

Establishes a coaches' certification program in Division II like the one in Division I, which tests coaches on their knowledge of NCAA recruiting rules. Effective date: August 1, 1993.

Division III Playing and Practice Seasons

Mandates that in football, basketball, and all other Division III sports except golf, no class time may be missed for practice activities except when a team is traveling to an away game and the practice is in conjunction with that contest.

Resolution: Presidential Authority and Institutional Responsibility

Resolves that the presidents' commission and other NCAA groups should study ways in which the association can strengthen the role that presidents play and the emphasis on institutional control in college sports, including the possibility of certification or accreditation of both, and directs those groups to propose legislation for the 1993 convention to address those subjects.

SUPPORTERS: Presidents' commission

Resolution: Financial Issues

Resolves that the presidents' commission and other groups should study such issues as financial aid for athletes, sex equity, coaches' compensation, and the influence of booster groups, foundations, and media revenues on financial integrity in college sports, and directs those groups to propose legislation for the 1994 convention to address those issues.

Academics

Practice Eligibility

Specifies that an athlete must be enrolled as a degree-seeking student to be eligible for practice.

Full-Time Enrollment—Final Semester / Quarter

Specifies that an athlete who completes while enrolled in less than a full-time program of studies during the final semester or quarter of a baccalaureate program while taking, for credit, the courses necessary to complete degree requirements, should not fulfill further eligibility in all sports if he or she completes all degree requirements in that semester and is eligible to receive a diploma on the college's next degree-granting date.

Eligibility

Drug-Testing Consent Form

Allows member colleges to administer the drug-testing consent form separately from the Student-Athlete Statement; requires all athletes, including those ineligible under Proposition 48 and those sitting out a year, to sign the testing-consent form; and specifies that the form must be signed before the athletes are permitted to play or practice. Effective date August 1, 1992.

Hardship Waiver—Division I

Permits a Division I athlete to be granted a hardship waiver based upon injury or illness that occurred during enrollment at a two-year college, as long as the waiver has been approved by the two-year governing body and by the NCAA member's conference or the NCAA eligibility committee, among other requirements. Effective date: August 1, 1992, for athletes entering a collegiate institution on or after that date.

Hardship Waiver

Excludes scrimmages and exhibition contests from the calculation of the number of events in which a Division I or II athlete has participated and the number of the institution's completed events in the administration of the hardship waiver.

Hardship Waiver—Division III

To allow an injured athlete in Division III to earn an additional year of eligibility if his or her injury or illness occurs when the athlete has participated in no more than three events or one third of the institution's completed events in a given year.

Amateurism—Contract Negotiations

Permits an athlete to request information about his or her professional market value; allows the athlete and his or her legal guardians or an advisory panel at the athlete's college to negotiate with a professional sports organization without forfeiting the athlete's amateur status, and specifies that an athlete who uses an agent to negotiate with a professional team loses his or her amateur status.

Personnel

Coaching Limitations—Division I-A

Allows Division I-A football programs to have one head coach, nine assistants, and two graduate assistants instead of the recently adopted one head coach, eight assistants, and four restricted-earnings coaches. Effective date: August 1, 1992.

Restricted-Earnings Coach—Varsity/Junior Varsity Program

Permits Division I-AA colleges that sponsor both varsity and junior-varsity football to employ two additional restricted-earnings coaches. Effective date: August 1, 1992.

Coaching Limitations—Wrestling

Permits a Division I institution to employ two full-time coaches in the sport of wrestling. Effective date: August 1, 1992.

Coaching Limitations—Volunteer Coach

Allows Division I institutions to use one volunteer coach in any sport other than football and basketball, and to define volunteer coaches as those who do not recruit and who receive no compensation from the athletics department other than two free tickets to home games. Effective date: August 1, 1992.

Scouting of Opponents

Bars Division III colleges from scouting their opponents except when they are participating in official games (not scrimmages or exhibition contests) played during the traditional segment of the playing season.

Financial Aid

Maximum Awards—Division I Equivalency Sports, Women

Delays to August 1, 1994, from August 1, 1993, the effective date of 1991 Convention Proposal 40, which would cut the number of available scholarships in women's sports offer than basketball. Effective date: August 1, 1994.

Maximum Awards—Division I Women's Basketball

Delays to August 1, 1993, from August 1, 1992, the proposed cut in women's basketball scholarships. Effective date: August 1, 1993.

Maximum Awards—Division II

Reduces the number of permissible scholarships in selected Division II sports by 10 per cent, with a graduated two-year reduction in football and basketball. Effective date: August 1, 1993.

Cancellation of Financial Aid

Permits the immediate cancellation of institutional financial aid when an athlete voluntarily withdraws from a sport before the institution's first competition in that sport, but mandates that the financial aid may not be awarded to another athlete in the term in which the aid was canceled.

Playing and Practice Seasons

Contest Exemptions—Division I Basketball

Permits Division I colleges to exempt from the annual limitation on the maximum number of basketball contests one home exhibition game against a foreign team and one home exhibition game against a USA Basketball Club team. Effective date: August 1, 1992.

Contest Exemptions—Division I Basketball

Permits Division I colleges to participate in the Great Alaska Shootout men's basketball tournament prior to December 1. Effective date: August 1, 1992.

Resolution: Division I Basketball Playing Season

Resolves that Division I colleges should be allowed to play basketball games in the weekend of Thanksgiving rather than in their final-examination period.

Spring Football Practice—Divisions I-A and I-AA

Permits 15 days of spring football practice within 29 consecutive days, and permits contact during 10 of those 15 days.

Heritage Bowl

Specifies that the Heritage Bowl be conducted no earlier than the Monday after the conclusion of the National Collegiate Division I-AA Football Championship.

Postseason Football Games

Specifies that all postseason championship football games and "bowl games" (e.g., the Heritage Bowl) that are exempt from limits on the maximum number of football contests in Division I-AA, except for the division football championship, should meet the reporting requirements applicable to the certification of postseason bowl games.

Divisions I and II Playing and Practice Seasons—Individual Sports

Permits a coach in an individual sport at Division I and II colleges to participate during the summer in individual workout sessions with an athlete who is on the coach's team, as long as the athlete requests the assistance.

Maximum Dates of Competition—Fencing

To permit limited additional individual, non-team scoring opportunities in Division III fencing.

Maximum Contest Limitations—Field Hockey

Permits colleges in all NCAA divisions to engage in 20 field-hockey games during the traditional segment and five dates of competition during the non-traditional segment, instead of the overall limit of 20 dates of competition in Division I, 19 in Division II, and 17 in Division III. Effective date: August 1, 1992.

First Contest Date—Divisions I and II Soccer

Permits Division I and II colleges to begin competition in soccer during the traditional segment on the first Saturday in September. Effective date: August 1, 1992.

Preseason Soccer Scrimmages

Permits colleges in Divisions I and III to hold three soccer scrimmages during the preseason practice period before the first scheduled game. Effective date: August 1, 1992.

Division III Playing and Practice Seasons—Dividing Segments

Specifies that a Division III college that holds its non-traditional playing segment in the fall must finish all practice and competition by October 30, and that a college that conducts the non-traditional segment in the spring cannot begin practice until February 1. Effective date: August 1, 1992.

Maximum Dates of Competition Limitations—Division III Tennis

Reduces the dates of competition in Division III tennis to 20 from 22 and increases the number of permissible tournaments to 4 from 3. Effective date: August 1, 1992.

Dates of Competition—Division III Women's Volleyball

Reduces to 20 from 22 the maximum number of dates of competition in Division III women's volleyball during the traditional segment. Effective date: August 1, 1992.

Governance

Amendment Sponsorship

Specifies that an amendment sponsored by a conference must be cleared by the chair of the league's official presidential administrative group or at least two chief executive officers of the league's member institutions if the conference has no presidential administrative group.

Amendments to Federated Provisions

Specifies that proposed amendments to legislation that applies to more than one division or subdivision must be made available for a vote by all affected divisions or subdivisions, unless otherwise designated by the applicable divisional steering committee or the NCAA council.

Legislative Deadlines—Submission Dates and Times

Confirms that legislative amendments, amendments-to-amendments, and the like must be received by the national office by 5 p.m. central time on the applicable deadline date, and to eliminate the "postmark-deadline" exceptions to the submission of proposed legislation.

Resolution: Council Walver Authority

Resolves that the NCAA council consider sponsoring legislation at the 1993 convention

Continued on Following Page

NCAA's Leaders See Major Strides in Effort to Reshape College Sports

Continued From Page A38

in recruiting, in demands on athletes' time, and in spending; for tougher academic standards, tenure for coaches, and peer review of sports programs; and for the elimination of athletic dorms.

Two days later the NCAA's members cut spring football practice by a third and sliced three games from the basketball season. The presidents' commission had lobbied hard for the changes, and coming after a long dry spell, their passage was a major triumph for the panel.

Non-Legislative Steps

More successes followed in January 1991, when a package of cost-cutting measures and limits on time demands for athletes was passed overwhelmingly. At the 86th annual meeting this month, the NCAA's members approved the presidents' aggressive set of academic proposals, despite bitter opposition from black-college presidents.

The association has taken non-legislative steps as well, developing a new system for dividing among its members the $1-billion from its televised-basketball contract with CBS and proposing a revamping of its investigative procedures to address lawmakers' concerns that the procedures trample on the rights of its members.

The plan for peer review, or certification, of sports programs is to be considered at next January's meeting. It has yet to be defined in full, and different groups have different visions of the peer-review process. There is disagreement, for example, about whether it would include punitive measures.

But in most versions, teams of NCAA staff members or sports officials from other colleges would review how an institution's sports program performed in such areas as the admission and academic performance of athletes, finances, governance of athletics, and the behavior of coaches and athletes.

Mr. Schultz, the presidents' commission, and the Knight Commission on Intercollegiate Athletics have put much of their emphasis on the certification plan, which they see as an entirely different way of holding colleges accountable for the performance of their athletes and sports programs.

Once certification is approved, Mr. Schultz said at the end of this month's annual convention, "I would hope we could kind of step back, take a deep breath, fine tune, and let these proposals settle in so we can be sure they are doing what we wanted them to do."

Most Programs Show a Deficit

Despite the progress, many of the problems facing the NCAA show no signs of waning. Perhaps the biggest current threat to the viability of big-time college sports is their deteriorating financial condition.

Most sports programs already operate at a deficit, and television revenues seem certain to shrink this decade. Most sports officials admit that the financial cuts made so far have barely scratched the surface of what's needed. The problem is, they rarely agree about what is necessary—and whether it can be achieved nationally.

"I think we've done about what can be done at the national level," said James E. Delany, the Big Ten Conference chief. "At a certain point, the national rule makers shouldn't necessarily withdraw, but they should hand the mantle to the institutions and the conferences and say, 'We can't do everything through national rules.' "

But some other sports officials believe that significant changes are still needed—changes that can only be promoted at the national level.

Gary R. Roberts, an assistant law dean at Tulane University and chairman of his institution's athletic council, believes the NCAA as a group must address the sticky problem of reducing the financial benefits of winning.

"Until something can be done to reduce or eliminate the revenue incentives for winning, you are always going to have the types of perversions and compromises that the reforms are trying to confront," said Mr. Roberts.

Mr. Whalen, the Ithaca president, also believes the association must curb its members' "appetite for money," among other "radical" measures that he says can only be achieved nationally. But he recognizes, he says, the unwillingness of presidents and sports officials to consider changes that would significantly revamp big-time sports as they know them.

Bills Pending in Congress

The perception that college officials are reluctant to make meaningful changes on their own also is driving the interest of state and federal lawmakers. A half-dozen bills that would affect college sports are pending in Congress.

The most sweeping, offered by Rep. Tom McMillen, a Maryland Democrat, would grant the NCAA a continued exemption from federal antitrust laws only if it made major rules changes, including creating a governing panel of presidents and altering its revenue-sharing plan to divide the money more evenly.

Nothing achieved by the NCAA at the last convention seems to have dissuaded Representative McMillen of the need for his bill.

"The NCAA has accomplished a lot in the academic area, but you're not going to change the system unless you change the money," he said last week in an interview. "The only organization that can put that genie back in the bottle is the United States Congress."

Mr. Roberts said he had mixed emotions about the recent reforms.

"Everything they've done so far will help to eliminate the exploitation of a lot of kids, and will improve somewhat the image of the nation's colleges," he said. "But I fear that it doesn't do as much as is needed, and that improving the image without addressing some critical substance is in some ways negative because it takes the pressure off to forge ahead."

The leaders of the presidents' commission say they are addressing that point by creating their strategic plan, and by developing a proposal to strengthen the power of the presidents' panel.

The strategic plan "tells the presidents the job's not finished, and alerts them to the fact that there are many miles to go," said R. Gerald Turner, chancellor of the University of Mississippi and outgoing chairman of the commission.

"With all the visibility given to sport, and with the seeds of destruction that are in every program run amok, I think most presidents are in for the long haul." ■

Summaries of Rules Changes Approved by the NCAA

Continued From Preceding Page

that would give the council increased authority to grant exceptions to various kinds of NCAA rules.

General

Division-Specific Playing Rules

Permits the championships committees in the NCAA's various divisions to consider and approve appeals for division-specific exceptions to playing rules, subject to the final authority of the executive committee. Effective date: August 1, 1992.

Surgical Expenses

Permits colleges to provide surgical expenses to athletes (including those who fail to qualify under Proposition 48) who are injured during the academic year while participating in voluntary physical activities that will prepare them for competition.

Athletes' Housing

Precludes Division I colleges from housing athletes in athletics blocks in privately owned dormitories or apartment buildings. Effective date: August 1, 1996.

Resolution: Student-Athlete Committees

Resolves that NCAA colleges and conferences should establish committees of athletes to help the association obtain information about the experiences of athletes, and that legislation be submitted to the 1993 convention that would encourage the establishment of such committees.

Recruiting

Recruiting—Toll-Free Telephone Calls

Bars the use of toll-free telephone numbers in the recruiting process.

Recruiting—Telephone Calls

Permits athletics-department staff members to make unlimited telephone contacts with Division I-A and I-AA football recruits during the two-day "dead period" immediately prior to the initial signing date for the National Letter of Intent.

Recruiting—Division I-A Head Football Coach

Permits a Division I-A head football coach to make off-campus recruiting contact with a prospective athlete on only one calendar day. Effective date: August 1, 1992.

Football—Visits to High School

Limits an institution to three visits to a recruit's high school during the contact period and eliminates for football the exception that allows coaches to count as a single visit several visits to a recruit's high school on consecutive days during a tournament. Effective date: August 1, 1992.

Football Evaluations

Specifies that the four permissible evaluations in the sport of Division I-A football should take place from May 1 of the recruit's junior high-school year through April 30 of the following year. In Division I-AA, the evaluations should take place from May 1 of the prospect's junior year through the end of his senior year, or until he has signed a National Letter of Intent, whichever occurs earlier. Effective date: May 1, 1992.

Evaluations—Division I-A and I-AA Football

Permits Saturdays to be counted into the 15 consecutive days of the May evaluation period in Division I-A and I-AA football.

Contacts Subsequent to Signing the National Letter of Intent

Specifies that Division I and II colleges may contact recruits who have signed National Letters of Intent at any time, with some exceptions.

Institutional Stationery

Permits Division I colleges to use two colors of printing on institutional stationery.

Distribution of Graduation-Rates Report

Requires colleges to provide to a recruit a guidance office the enrollment and graduation-rate data required under NCAA rules. Effective dates: Immediately for Division I; July 1, 1993, for Division II.

Resolution: NCAA-Sponsored Summer Basketball Camps

Resolves that NCAA members endorse the concept of NCAA-certified summer camps in basketball, that the association begin a program to certify summer camps beginning in 1993, and that the NCAA council and recruiting committee work with the National Association of Basketball Coaches and Women's Basketball Coaches' Association to develop this project.

Enforcement

Disciplinary Measures—Television Coverage

Prohibits televised coverage of a college's athletics team on a delayed basis when that team has been barred from television by the Committee on Infractions.

Disciplinary Measures—Broad-Based Revenue-Distribution Money

Permits the Committee on Infractions, as a penalty in a major infractions case, to withhold all or a portion of the money that a college is due to receive from the association's broad-based revenue distribution pool.

Championships

Division II Championships—Women's Field Hockey, Men's Ice Hockey, and Men's Lacrosse

Establishes a National Collegiate Division II championship in women's field hockey, men's ice hockey, and men's lacrosse, and transforms the Division III men's ice-hockey committee into the Division II and III men's ice-hockey committee to help administer the Division II championship. Effective date: August 1, 1992.

Championship Criteria—Minimum Sponsorship Exemption

Establishes a three-year period during which no existing National Collegiate Championship will not be canceled or its transportation or per-diem expenses discontinued because that sport has failed to meet the minimum requirement for the number or percentage of teams needed to maintain the championship.

Championship Criteria—Minimum Sponsorship Exemption

Confirms that transportation expenses may be provided during the second consecutive year in which a National Collegiate Championship falls below minimum sponsorship requirements, and specifies that a national championship that falls below the 50-institution sponsorship requirement and fails to meet the net-receipt requirements shall not be discontinued until the next academic year.

Committees

Interpretations Committee

Specifies that at least one Division I member of the committee should be an individual with primary responsibilities in the area of compliance at a Division I college.

NCAA Student-Athlete Advisory Committee

Increases to 28 from 16 the number of athletes on the NCAA's advisory committee for athletes, and permits members of the panel to request that they be reelected for one term, subject to the approval of the committee chair. Effective date: August 1, 1993.

Resolution: Federally Mandated Disclosure of Athletically Related Revenues and Expenditures

Resolves that the NCAA's members express their opposition to the proposal, now under consideration by the House of Representatives, to require institutions awarding athletically related aid to make public an independent audit of the revenues and expenditures of their athletics programs, and instructs the NCAA council to take all steps necessary to communicate to Congress the association's opposition to the legislation.

International

Dispatch Case

The governing council of the Russian Academy of Sciences has a familiar look to it. Its members are the 15 men who ran the former Academy of Sciences of the USSR.

Change, however, is expected in March, when elections are held at a general assembly of the academy. Until that time, the interim presidium, or ruling council, of the Russian Academy of Sciences will be made up of the 11 members of the presidium of the Soviet Academy, plus its president, Gury Marchuk, and a vice-president, Yuri Osipyan.

The former Soviet academy became the Russian academy with a decree from President Boris Yeltsin in December. Most of the Soviet academy's installations were in Russia, and most of its members were Russians.

The first general assembly of the Russian Academy of Sciences last month ignored all of the key demands voted by rank-and-file scientists at their own mass meeting, including a demand that members and officials of the academy's institutes be represented equally at any general assembly.

The Moscow weekly *Radical*, the journal of reform-minded scientists, called the proceedings a victory for conservative academy members, who succeeded in retaining their privileges.

■

Academics at Israel's seven universities staged a nine-day strike last week to protest the erosion of their salaries.

According to the existing agreement between the government and the faculty union, professors are supposed to receive periodic raises to bring their salaries in line with those of other professionals. The union charges that the Ministry of Finance has not been willing to enter into serious negotiations about a pay hike this year. The Finance Ministry said it would not negotiate with the strikers.

■

Manuel Bartlett Diaz has resigned unexpectedly as Mexico's education secretary.

Although neither Mr. Bartlett nor the Secretariat of Education would comment on his departure, there was speculation that he was leaving to enter the gubernatorial race in his home state of Puebla. Mr. Bartlett had run a strong campaign against President Carlos Salinas de Gortari for their party's presidential nomination in 1989.

Some observers questioned whether Mr. Bartlett had quit of his own accord. One day after the resignation, Ernesto Zedillo Ponce de León was sworn in as the new education secretary. Mr. Zedillo, who has a Ph. D. in economics from Yale University, had been head of Mexico's Planning and Budget Secretariat. He has had little experience in education.

President Salinas, in his New Year's address, did not refer to the change, but reiterated his goal of improving education in Mexico.

G. STEVE JORDAN FOR THE CHRONICLE

NYU's Irving A. Lerch: "Some institutes were supported by the academy structure simply because they were politically correct."

RALF-PETER HEITSOFT / SABA

MIT's Loren R. Graham: "We easily could support the wrong organizations in the power struggles going on."

American Groups Seeking New Ways to Support Russia's Scholars as Concern Grows That Faltering Economy Will Hurt Their Work

Continued From Page A1

Soviet intellectual activity that needs help, needs to be saved before it goes down the drain," says Joel Orlen, executive officer of the American Academy of Arts and Sciences, which has held several meetings on the subject in recent weeks.

Foundation Considers Options

Says Victor Rabinowitch, vice-president for programs at the John D. and Catherine T. MacArthur Foundation: "What we are concerned about is that practically a whole generation of scholars and creative individuals, who have all of a sudden been given the opportunity to think and write as they wish, may be lost."

Mr. Rabinowitch was in Russia last week to lay the groundwork for a number of assistance programs that his foundation was considering.

He could not be more specific about the proposals, except to say the foundation was concerned about the plight of younger Russian scholars, nuclear-weapons conversion, and the maintenance of unique resources in their country—such as archives and botanical collections—that are now threatened by cuts in government support.

At the American Association for the Advancement of Science, Sandra Burns, associate director of international programs, says her office is conducting a survey of members who are actively collaborating with Russian scientists to determine how the association could best use its resources to help before it makes any specific proposals.

Paying for Journal Subscriptions

The American Physical Society is examining such possibilities as paying for foreign journal subscriptions that are being canceled in Russia because of the lack of funds, developing a program in which U.S. institutions can donate equipment to Russian laboratories, and bringing together Russian and American research institutes to work on common problems.

"One of the things we're working on is to promote the concept in which universities or national laboratories are paired with well-known facilities in the Soviet Union," explains Irving A. Lerch, a professor of medical physics at New York University and director of international scientific affairs for the physical society. Such a relationship could lead not only to cooperative research, but to long-term exchanges of faculty members and graduate students, he says.

At the Federation of American Scientists, officials are working on a plan that would bring the directors of dozens of Russian institutes to the United States to solicit subcontracts for specific types of research.

Jeremy J. Stone, president of the federation, says he is hopeful the plan can promote long-term relationships between the two sides that would provide important additional resources to some Russian research teams by diverting relatively small amounts of money from U.S. science projects.

"Very little money would be required," he says, adding that his plan would not divert support from U.S. projects and may allow American researchers to do more with limited funds. "If they didn't hire a research intern, it would free up $15,000. That could fund a whole Russian project."

Bewildering Array of Institutes

For officials of American science societies and foundations, who are now confronted with the complexities of the Russian bureaucracy and a bewildering array of Russian research institutes of varying quality, determining who and what to support and making certain that the assistance ends up where it is supposed to are no simple tasks.

Mr. Lerch of the physical society notes

Continued on Page A43

ANC, Other South African Groups Seek Talks With Government on Future of Education

By LINDA VERGNANI

CAPE TOWN

With the process of drafting a new constitution now under way in South Africa, the African National Congress and several non-racial education groups are seeking a forum where they can negotiate with the government over the future of education and the policies that will guide it.

Both the ruling National Party and the ANC have stated that an interim government could be in place as early as July. The shift will bring radical changes to the segregated school system as well as a major reassessment of higher education and the government's role in supporting it. What proportion of the education budget should be spent on postsecondary institutions is among the major issues to be decided.

The Convention for a Democratic South Africa—the body responsible for drafting the constitution—is not expected to involve itself in the specifics of policies and programs in areas such as education, health, and welfare.

As a result, the ANC, the National Education Coordinating Committee, and other groups are now racing to develop education policies. Those groups would like to put some of the policies they draft on the table in the negotiations they are seeking with the present government, so that immediate changes could be made in the education system. Other recommendations would be presented later to the interim government. Last week representatives of several groups involved in such efforts met in Johannesburg to discuss and coordinate their policy recommendations.

"The anti-apartheid intellectuals were so caught up in opposing apartheid that we never got into policy options, because most of us didn't see ourselves in policy-making positions in our lifetimes," said Nico Cloete, general secretary of the Union of Democratic University Staff Asso-

Continued on Following Page

BANNED FOR HALF A CENTURY

Fraternities and Sororities Are Reborn on Campuses in Estonia

By BURTON BOLLAG

TARTU, ESTONIA

There has not been time to restore Estonia's first fraternity house to its former elegance. But the scene in the still-shabby and largely bare interior of the building, which was returned only last fall to its student owners, suggests the shape of things to come.

Inside the large, gabled brick house located just off the campus of Tartu University here, a student in a three-piece gray suit practices billiards. A few play darts. Others lounge around reading or jovially chatting.

Kaurel Tarand, a member of the fraternity, explains that while some other fraternal organizations here are reviving the noble art of fencing, this group—known as the Estonian Student Society, or ess, uses swords only "to conduct singing sessions."

"The fraternities are quite old-fashioned," says Mr. Tarand, who is also president of the university's student union. "We took over where our fathers and grandfathers were banned."

BOSTON HOLLIAN FOR THE CHRONICLE

Members of Tartu University's Estonian Student Society in front of their fraternity house, returned to them last fall after a 50-year ban on fraternities in the Baltics was lifted.

Long and Storied History

The fraternities here, which have a long and storied history, were not allowed to operate for five decades, until a ban on them was lifted last year.

Fraternities played a central role in Estonia's long struggle for independence. Student societies were first formed in the 1820's, when Tartu was a German-language university. By the 1870's, Estonian-language fraternities appeared and began pushing for national rights for this small part of what was then Czarist Russia.

During Estonian independence, from 1918 to 1940, many of the country's best-known politicians and artists came out of the leading fraternities. In 1920 the peace treaty between Finland and the Soviet Union was signed in the ess fraternity house. Independent Estonia's national flag was put together from the ess fraternity's colors of black, blue, and white—the first prime minister and some of his ministers had been members of the fraternity.

Germany shut down fraternities in Estonia as well as in Latvia and Lithuania during its occupation of the Baltics in 1940. That policy was continued under the Soviets, who took control from the Germans in 1940 and eventually annexed the three republics.

Soviet deportations of tens of thousands of Baltic intellectuals to Siberian labor camps prompted many more to flee as refugees. The émigré intellectuals and their children kept the Baltic fraternities alive in exile, with chapters on the campuses of several dozen U.S. universities. Now those overseas societies are providing money and encouragement to help chapters at institutions in the Baltics revive themselves.

Interest in the fraternities appears greatest at Tartu University. Founded in 1632, the institution is strong on tradition. An estimated 10 to 20 per cent of the student body of 6,000 have joined the 20 or so fraternities and sororities that have opened, or reopened, in recent months.

'Students Were Too Passive'

"We like that," says Priit Heinsalu, assistant to the university's rector. "They educate their members and teach discipline. Under the Soviet system, students were too passive."

The ess fraternity provides foreign-language lessons for its members—something still in short supply following the decades of isolationist policy imposed on the universities by the Soviet authorities. Every week one member of the fraternity gives a research report on a topic of moment. Members are expected to help one another with any problems they might have.

"You need a place where you can always be sure there is someone you can trust and talk to about anything at all," says Mr. Tarand. "We have come out of a society where you could never trust anybody."

Socialization Skills

While some fraternities and sororities perform benevolent work in the community, the groups basically serve as a place for their student members to relax, have fun, learn socialization skills—and, in many cases, form relationships with fellow future leaders of Estonia.

Maris Jesse is a member of Filiae Patriae sorority and head of international relations for Tartu University's student union. The sorority, she says, is "like a home away from home."

While the revived fraternities and sororities here seem in many ways a world apart from those in the United States and some other countries, they do have some things in common.

At both the fraternities and the sororities here, first-year members have no voting rights and are responsible for specific tasks.

At Filiae Patriae sorority, they must see to it that freshly baked cookies are always on hand.

At the ess fraternity, says Mr. Tarand, new members are responsible for insuring that the group's golden rule is never violated: "There must be beer in the house day and night." ■

Groups Seek Talks on Future of Education in South Africa

Continued From Preceding Page

ciations. "When the terrain suddenly changed, the struggle for policy began."

Mr. Cloete took part in last week's meeting as co-chairman of the postsecondary group of the National Education Policy Investigation, which is studying policy options and recommendations for groups that are trying to draft plans for a post-apartheid South Africa.

He said the discussions focused on creating a broad "socio-economic forum" that could negotiate with the government on specific issues, including education.

Educators here say the urgency of negotiating a new future for public education in South Africa has been underscored by the recent announcement that only 39 per cent of 275,173 black students who took the final school-leaving examination had passed. In contrast, 96 per cent of the 65,933 white students who took the exam passed. Of the pool of black candidates, only 28,051, or 10.2 per cent, had the minimum grades to qualify for admission to a university, in contrast to 27,356, or 41.5 per cent, of the white candidates. The test results of an additional 12,777 black students have yet to be reported.

Johan van Zijl, director of the Education Foundation, a private agency, described the test results for black students as "shocking, but not unexpected." He said that differences over education could pose a serious obstacle in negotiations over South Africa's future and called for a national convention to discuss educational policies. Mr. van Zijl's foundation has been helping organize regional education forums involving the ANC, the government, and other groups.

'Certain Kind of Malaise'

Lindelwe Mabandla, administrative secretary of the education department of the African National Congress, said the test results dictated a restructuring of the system. "What it shows is that, despite the slight improvement, there is a certain kind of malaise in the governance of black education," he said.

Roger Burrows, Democratic Party education spokesman and a member of Parliament, speculated that President F. W. de Klerk might announce steps toward the scrapping of all segregated government agencies, including education departments, in his speech at the opening of Parliament this week.

The government says it has been trying to draw political and education groups into an "education forum" to discuss immediate problems and investigate a new education system.

Sam de Beer, the new Minister of Education and Training whose department oversees the schooling of blacks, recently told *Business Day* here that it was vital that such a forum begin negotiating education issues as soon as possible.

The ANC and other anti-apartheid political and education groups insist that such a forum have the power to determine policy and put it into effect. Mr. de Beer told *The Chronicle* that while it was too early to speculate on the precise functions of such a group, he did not foresee its having powers that currently "reside with government."

Last year a Joint Working Group on education was formed after Nelson Mandela, the ANC leader, and concerned educators met with President de Klerk to discuss what the delegation termed "the enormity of the crisis in education." The delegation, which included university vice-chancellors and representatives of the left-wing Azanian Peoples Organization, had six more meetings with top government education officials. While the group reached agreement on some issues, it failed to achieve its goal of setting up a "fully representative forum to discuss the reconstruction of education."

Government 'Didn't Deliver'

Jakes Gerwel, rector of the University of the Western Cape and chairman of the delegation of concerned educators, said the working group's efforts had been dominated by the government and "didn't deliver what people expected."

John Samuel, head of the ANC education department, has said that the format used for the Joint Working Group "did not produce results," and that a new mechanism had to be found to engage the government on education issues.

The ANC's draft education policy guidelines are to be revised and consolidated at a conference next month. "People must be properly consulted and participate in the process," said Mr. Mabandla. "We want something of lasting value to come out of it."

Mr. Cloete maintains that there will be "a struggle about what kind of education system we are going to have, and that will be linked to certain political positions."

"Whatever policies get on the table will frame the debate," he said.

Among the issues Mr. Cloete's policy board is investigating are the governance and financing of universities, access and standards, and affirmative action.

He called the higher-education system "incredibly wasteful." He said it was not simply a matter of taking money away from the traditional white liberal universities and giving it to rural black universities, because many of the black universities were inefficient and had not defined a role for themselves.

"The big liberal universities need to be Africanized," said Mr. Cloete. "The issue is to make universities like Wits"—the University of the Witwatersrand in Johannesburg—"serve the needs of the majority of the population."

The black universities need to be developed, he said, "but the question is, What role will they play?"

Mr. Cloete said the Union of Democratic University Staff Associations would sponsor an international conference in July on transforming South Africa's universities. ■

Efforts to Aid Russia's Scholars Are More Than a Humanitarian Gesture

Continued From Page A41

that the former Soviet Academy of Sciences, which recently transferred its assets to the newly formed Russian Academy of Sciences, supported many institutes that did first-rate work. But, he adds, "some institutes were supported by the academy structure simply because they were politically correct. They were of no value scientifically."

"Divining which is which is going to be difficult" for foundations and societies looking to funnel resources to specific institutions, Mr. Lerch says. "The former Soviet Union as a whole is a sinkhole."

Mr. Stone says his plan to provide modest subcontracts to Russian research institutes could avoid that problem, since institutes that do not return work of the highest quality would not be given additional support.

'Someone Specific'

"Let's put this on a capitalist basis," he says. "Let the American scientists figure out who's who."

Joseph McGhee, director of exchanges at the U.S. State Department's Office of Independent States and Commonwealth Affairs—until recently called the Office of Soviet Union Affairs—says that because funds can be easily entangled or lost within the Russian bureaucracy, groups sending money to help scholars there should "have someone specific in mind."

ROSE ARTHUR FOUNDATION

Victor Rabinowitch: "We are concerned that practically a whole generation of scholars and creative individuals may be lost."

Donations of equipment, he adds, can run into additional problems with customs regulations in Russia, U.S. export-control regulations, and other legal impediments.

"Unless there's a competent consignee on the other end, God knows where it's going to end up," he says.

Loren R. Graham, a professor of the history of science at the Massachusetts Institute of Technology, says that because the "organization of Russian science and culture is presently in turmoil, direct assistance to major institutions should probably be avoided."

"We easily could support the wrong organizations in the power struggles going on," he adds.

Mr. Graham and others are also concerned that a Russian tax of as much as 60 per cent on foreign donations of funds and equipment and an official exchange rate that can significantly reduce the value of financial contributions could inhibit support from U.S. foundations and other non-profit organizations.

Favorable Exchange Rates

Eugene B. Skolnikoff, a political-science professor at MIT, says foundations that intend to send money should demand that their currency be exchanged at the more favorable tourist rate of 100 rubles to the dollar, rather than the official rate of 1.5 rubles to the dollar.

He and Mr. Graham emphasize that American groups should also try to negotiate an end to the Russian tax on foreign contributions. Mr. Graham says that when he and Mr. Skolnikoff visited Russia last month, many scientists they spoke to expressed the fear that the tax would be an obstacle to foreign contributions. "Very often, they mentioned that tax," says Mr. Graham.

In a letter that the two MIT professors have been distributing to foundations around the country, two officials of the Russian Academy of Sciences, Victor M. Sergeev and Artyom Mnatsakanyan, urge Western groups considering ways of helping Russian science to meet with Russian officials to negotiate an end to the tax and to institute procedures through which funds can easily be sent to specific Russian scientists and institutes.

Mr. Rabinowitch of the MacArthur Foundation agrees with the recommendations of the Russian scientists, noting that foundations and other non-profit institutions cannot agree to pay such taxes under U.S. Internal Revenue Service regulations.

"Everybody feels there's a treasure of Soviet intellectual activity that needs help, needs to be saved before it goes down the drain."

"These taxes have got to be a matter for negotiation, as do the exchange rates," he says.

Mr. Skolnikoff of MIT says that because they can respond quickly and provide financial assistance with less red tape and political controversy than the U.S. government, foundations and other non-profit institutions offer the best hope to Russian scholars, at least for the near future.

"Whatever can be done should be done quickly," he says. "And the largest hope of moving fast is with the foundations."

Other, more pressing problems—such as starvation, bolstering the Russian economy, and keeping Russian nuclear scientists from selling information about nuclear-weapons technology to other countries—are likely to get the most attention and help from the U.S. government, Mr. Skolnikoff and Mr. Graham say. Thus, they add, it would be appropriate for foundations to focus on such areas as preserving the best aspects of Russian fundamental science.

"It's not at the top of everyone's agenda in terms of relief," says Mr. Skolnikoff. "But it's one of those areas where a little money can go a long way."

'Flood of Applications'

Mr. Graham says organizations considering programs to support scholars in Russia should work together to establish a joint U.S.-Russian committee that could impartially review proposals for assistance. "For a foundation or American organization simply to declare itself open to applications for support to young and talented Russian scientists and artists would result in a flood of applications that would be difficult to evaluate," he says.

He and Mr. Skolnikoff say the programs should also encourage Russian scholars to remain in their country to avoid exacerbating the brain drain. They say programs also should emphasize support for younger scholars, who are not as politically well connected, or insulated from cuts, as the older scholars. ■

Name Dropping

A WRITE-IN CANDIDATE was chosen as president-elect and another as a director of the American Philological Association at the group's annual meeting late last month.

In what had been characterized as a battle of conservatives versus radical theorists and feminists, **Ludwig Koenen**, professor of classics at the University of Michigan, was chosen as president-elect, and **Richard F. Thomas**, a professor of Greek and Latin at Harvard University, was elected to the board.

After the election, Mr. Thomas said in an interview: "A democratic process has exposed the maneuvering of a group as out of step with the rank and file."

Mr. Thomas, who mounted the write-in campaign, said he and others had been concerned that the official candidates for president-elect, **Helene P. Foley**, professor of classics at Barnard College, and **Marilyn Arthur Katz**, professor of Greek at Wesleyan University, "were less senior and less distinguished" than other possible candidates. "Both teach at elite private institutions, and both do similar kinds of work," Mr. Thomas said. He also was displeased that "the two were nominated by a committee, whose six members had all been nominated by the committee while both professors were on said committee."

■

After the University of Maine's Orono campus lost both its president and interim president to Florida, it's probably no wonder that no one from that state is on the list of finalists to head the campus (**Dale W. Lick**, president, was named president of Florida State University last March, and **John C. Hitt**, provost and interim president, was named president of the University of Central Florida in December.)

The finalists, all of whom are scheduled to visit the campus this month, are:

- **H. Ray Hoops**, vice-chancellor for academic affairs at the University of Mississippi since 1988.
- **Frederick E. Hutchinson**, senior vice-president for academic affairs and provost at the Ohio State University. Mr. Hutchinson received his bachelor's and master's degrees at the University of Maine and is a former vice-president for research and public service at its Orono campus.
- **J. Michael Orenduff**, president of the University of Maine at Farmington since 1988.
- **John E. Van de Wetering**, president of the State University of New York College at Brockport since 1981.

■

The University of Illinois at Chicago has assumed administration of the National Fingerprint Program for Child Identification. Founded in 1983 by **Diane G. Apa**, the program will be part of the University of Illinois's new Office for the Study of Child Victimization, which will be directed by Ms. Apa and housed on the campus of Sangamon State University, which shares a grant with the Chicago campus to conduct research on the problem of missing children.

■

After five terms as mayor of Houston, **Kathy Whitmire** will join the faculty of Rice University on February 1. She will lecture on public affairs, do research, and help organize conferences and symposia.

■

Roger Mudd is leaving "The MacNeil-Lehrer News Hour," where he has been senior correspondent, to accept the Ferris Professorship of Journalism for 1992 at Princeton University.

Gazette

APPOINTMENTS, RESIGNATIONS, DEATHS, AND COMING EVENTS

Richard A. Detweiler
Hartwick College

Shelley L. Johnson
Upsala College

Charles M. Hodge
Western Michigan University

Margaret O. Lucas
Rochester Institute of Technology

Walter J. Leonard
Cities in Schools Inc.

- **New college and university chief executive:** Hartwick College, Richnrd A. Detweiler.
- **Other new chief executive:** Cities in Schools Inc., Walter J. Leonard.

Appointments, Resignations

Donald E. Agostino, associate professor of telecommunications at Indiana U., also to director of radio-television services.

Brenda Arnesson, former member of the student-life staff at U of Illinois at Chicago, to director of campus life at Aurora U. (Ill.).

Robert P. Bartlett, assistant director of corporate and foundation relations at Cornell U., to director of corporate relations at U. of Maine.

Jack Bashaw, acting dean of student services and director of counseling at St. Louis Community College at Forest Park, to vice-president for student development at Moraine Valley Community College.

Weldon E. Beckner, professor of education at Texas Tech U., to vice-president for academic affairs at Wayland Baptist U.

Paul Buchanan, library-systems analyst at Oregon Health Sciences U., to director of computing and telecommunications at Washington U. (Mo.).

Evelyn S. Campbell, director of the Student Mediation Center at Ohio State U., to dean of student services at Augustana College (Ill.).

Joan Clarke, former reference librarian at St. Louis Community College at Florissant Valley, to director of instructional resources at St. Charles County Community College.

James J. Cook, president of Seminole Junior College, to director for two-year-college education at Oklahoma State Regents for Higher Education.

John Cruson, director of placement services at Wayne State U., to executive director of university counseling and placement services.

George Dea, assistant dean of the college of natural resources at U. of California at Berkeley, to assistant dean of the school of theater, film, and television at U. of California at Los Angeles.

Richard A. Detweiler, vice-president and professor of psychology at Drew U., to president of Hartwick College, effective this summer.

Russell Da Bois, head librarian at U. of Minnesota at Morris, has retired.

William D. Duffy, director of government relations at Gonzaga U., has retired.

W. Scott Friedhoff, dean of admission at Albright College, to dean of admission for the college of liberal arts at Hamline U.

Robert C. Gillespie, president of West Virginia Institute of Technology, has announced his resignation, effective August 17.

Ellen H. Goldberg, professor of microbiology at U. of New Mexico, to associate provost for research and dean of graduate studies.

Harold P. Hazen, vice-president for development at Huntington College, to vice-president for development at Regent U.

Royster O. Hedgepeth, senior vice-president for development at U. of Colorado Foundation, to vice-president for university relations at Marquette U.

Richard Haydinger, vice-president for external relations at U. of Minnesota, has announced his resignation, effective June 30.

Susan M. Hockey, former director of the Computers in Teaching Initiative Centre for Textual Studies at Oxford U. (England), to director of the Center for Electronic Texts in the Humanities, a joint venture of Princeton U. and Rutgers U.

Charles M. Hodge, professor and dean of the college of education and human development at Lamar U., to dean of the college of education and professor of educational leadership at Western Michigan U.

Shelley L. Johnson, partner in Vanguard Properties (East Orange, N.J.), to vice-president for administration at Upsala College.

Kay Kennedy, program coordinator for student activities at U. of Wisconsin at Green Bay, to director of alumni relations at Carroll College (Wis.).

Anthony M. Kohlenberger, adviser to the Study Abroad Program at California State U. at Los Angeles, to director of the international-student program at Orange Coast College.

Jane Lemke, assistant director of financial-aid services at American College Testing (Iowa City), to director of student financial services at Carroll College (Wis.).

Steven R. Leavy, former managing director of public information, development, and policy at Travelers & Immigrants Aid of Chicago, to director of corporate and foundation relations at DePaul U.

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Salvatore Maddi
Professor of Psychology, UC Irvine, President of The Hardiness Institute
"Creative and Resilient Thinking: Thriving on Change"

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- How Brains Make Meaning
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- **Nancy Goldberger** and **Mary S. Belenky** co-authors of *Women's Ways of Knowing*
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- **Faculty of Oakton's Critical Literacy Project**
- **Bernajean Porter** educational technology specialist, software consultant and partner in The Confluence Group
- **Roberta Stokes** Apple Consulting Educator and Director of the Multimedia Resource Center, Miami Dade C. C.
- **John Chaffee** author of *Thinking Critically*
- **Ralph Johnson** editor, *Informal Logic* and co-author of *Logical Self-Defense*
- **Besu Fly Jones** author of *Dimensions of Thinking and Cognitive Instruction* and producer of the documentary *Schools That Work*
- **Merk Weinstein** co-director, Critical Thinking Institute, Monticello State University
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Gazette

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Margaret O. Lucas, dean of the college of creative arts at West Virginia U., to be dean of the colleges of graphic arts and graphic and fine and applied arts at Rochester Institute of Technology, effective June 15.

Thomas A. McNaman, director of development at Hartwick College, to director of development at Carleton College.

Linda Murphy, assistant dean for admission in the college of education and allied professions at U. of Toledo, to dean of the school of professional studies at Central Washington U.

Jacqueline Peterson, acting dean of students at Rensselaer Polytechnic Inst., to director of multicultural affairs.

Karen L. Poulking, director of the learning center at Notre Dame College of Ohio, to dean of the division of academic learning and development.

Theresa A. Powell, acting vice-president for student affairs at Western Michigan U., to vice-president.

John H. Siegel, former professor of chemistry at Johns Hopkins U., to chairman of the department of anatomy, cell biology, and injury sciences at U. of Medicine and Dentistry of New Jersey—New Jersey Medical School at Newark.

MISCELLANY

Walter J. Leonard, former president of Fisk U., is executive director of Community Schools Inc.

Deaths

Wallace W. Atwood, Jr., 85, former president of the Rockefeller U., and former president of the National Academy of Sciences, January 4 in Chatham, Mass.

Eli M. Bower, 74, professor emeritus of education at U. of California at Berkeley, December 20 in Alameda, Calif.

Carl Bridenbaugh, 88, former president of the American Antiquarian Society, January 4 in Providence, R.I.

Rodney T. Fox, 84, former professor of journalism at Iowa State U., December 29 in Ames, Iowa.

Robert G. Gleason, 62, former professor of physics and computer science at U. of Maryland at College Park, January 6 in College Park, Md.

Robert L. Hess, 59, president of Bronx Community College of City U. of New York, January 12 in New York.

Martha Barber Montgomery, 62, assistant vice-president for program evaluation and professor of philosophy at Drexel U., January 4 in Philadelphia.

Margaret W. McPherson, 93, former professor of chemistry at George Washington U., January 7 in Gaithersburg, Md.

William G. Pomeroy, 66, professor of marketing at Indiana U., January 4 in Bloomington, Ind.

Francis M. Pipkin, 66, former chairman of physics at Harvard U., January 5 in Cambridge, Mass.

Joe Sapone, 67, former professor of physical education and former wrestling coach at City College of City U. of New York, January 6 in Ormond Beach, Fla.

Josef Sollner, 95, professor emeritus of economics at Georgetown U., January 1 in Washington.

Robert Stotlar, 84, former clinical professor of dermatology at Georgetown U. and Howard U., January 4 in Adelphi, Md.

Mary C. Turpie, 82, former professor of American studies at U. of Minnesota, December 15 in Minneapolis.

Kurt H. Wall, 96, professor emeritus of mechanical engineering at Stevens Institute of Technology, January 2 in Montclair, N.J.

Coming Events

A symbol (n) marks items that have not appeared in previous issues of The Chronicle.

JANUARY

29–February 1: Continuing education. 29th conference, National Uniform Continuing Education Association, Fort Lauderdale, Fla. Contact: Ann Hughes, (202) 659-3130.

30-31: Admissions. "Designing a Marketing Plan to Recruit Graduate Students," workshop, Graduate and Professional School Enrollment Management Conference, Nashville. Contact: Hannah Prosser, (800) 524-6673 or (843) 661-1821.

30-31: Legal issues. "Labor and Employment Law," conference, Stetson University, St. Petersburg, Fla. Contact: John Ruffner, (813) 345-1121, ext. 312.

30-31: Recruitment. "Successful Marketing Techniques and Their Use in Student Recruitment," Council for Advancement and Support of Education, Washington. Contact: (202) 328-5900.

30–February 1: International education. "Study Abroad: the Global Reality," Study Abroad Consortium, Council for International Studies, Orlando, Fla. Contact: CIS, (215) 493-4774.

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31–February 1: Religion. National conference on the future shape of black religion, Eight State University, Dayton, Ohio. Contact: Paul Griffin, (513) 873-2274 or (513) 873-2914.

FEBRUARY

1-4: Multicultural issues. Meeting, Southern Regional Faculty and Instructional Development Consortium, Athens, Ga. Contact: Frank Gillespie, (404) 542-1355.

1-5: Business affairs. "Leadership Institute," National Association of College and University Business Officers, Washington. Contact: (202) 861-2520.

1-6: Institutional advancement. District conference, Council for Advancement and Support of Education, Boston. Contact: CASE, (202) 328-5900.

1-6: Faculty. "Evaluating College Faculty," seminar, Kansas State University, Orlando, Fla. Contact: Center for Faculty Evaluation and Development, (800) 255-2757 or (913) 532-5970.

1-6: Institutional advancement. "Congressional Briefing," Council for Advancement and Support of Education, Washington. Contact: CASE, (202) 328-5900.

1-6: Higher education. Annual meeting, Association of Catholic Colleges and Universities, Hyatt Regency Hotel, Washington. Contact: ACCU, Suite 650, One Dupont Circle, Washington 20036; (202) 833-0650.

1-8: Higher education. "Political Correctness, Hate Speech, and Academic Freedom on College Campuses," conference, Association of the Bar of the City of New York Committee on Law and Education, New York. Contact: Rosemary Salomone, (718) 990-6600.

1-8: Abortion. "Celebration of Black Herstory: Discovering the Past—Understanding the Future," videoconference, *Black Issues in Higher Education*. Contact: (516) 385-2981 or (800) 767-1199.

1-8: Faculty. "Sustaining Faculty Discipline in the Research University," conference, University of Arizona, Tucson, Ariz. Contact: (602) 621-3632, ext. 241.

1-8: Continuing education. "Executive Development Seminar," National University Continuing Education Association, Washington. Contact: Ann Weinberg, (301) 699-3128.

1-8: Fund raising. "How to Prepare Your Fund-Raising Plan and Evaluate Your Results," Council for Advancement and Support of Education, Coral Gables, Fla. Contact: (202) 328-5900.

1-8: Institutional advancement. "Running an Effective Advancement and Information Services Program," Council for Advancement and Support of Education, New Orleans. Contact: (202) 328-5900.

1-8: Educational technology. National conference, Association for Education in Communications and Technology, Washington. Contact: AECT, (202) 347-7811, fax (202) 347-7839.

1-8: Students. "Understanding and Meeting the Needs of Gay, Lesbian, and Bisexual Students," teleconference, National Association of Student Personnel Administrators. Contact: NASPA, (405) 744-5781.

1-8: Harassment. Workshop on policies on sexual harassment, Southwest Center for Human Relations Studies, San Diego. Contact: (619) 525-3936.

1-8: Recruitment. "Recruiting the Grads in Student," workshop, Council for Advancement and Support of Education, Philadelphia. Contact: (202) 328-5900.

1-8: English. Conference on English in the liberal college, National Council of Teachers of English, Omaha. Contact: Mary Jane Dickerson, (402) 445-5656.

1-8: Students. Institute on student's education, Florida State University, Tallahassee, Fla. Contact: Jan Dalton, (904) 644-2580.

1-8: Women. National conference on women in business, Towson State University, Baltimore. Contact: Georgia Vandever, Towson Center, (301) 830-2176.

1-8: Twelve months. Annual meeting, Latin American Studies Association and Mexican Culture Association, Los Angeles. Contact: Felicia Campbell, (702) 784-2011 or (619) 486-8987.

1-8: Technology. Annual meeting and conference on technological literacy, National Association for Science, Technology, and Society, Alexandria, Va. Contact: Robert Meridith, (814) 865-9951.

6-9: Women and sports. "Leading the Way to a New Generation of Girls and Women in Sport," symposium, Slippery Rock University, Slippery Rock, Pa. Contact: Laurel A. Damon, (412) 738-2027, or Catherine Higgs, (412) 738-2788.

6-13: Art libraries. Annual meeting, Art Libraries Society of North America, Chicago Hilton Hotel, Chicago. Contact: ARLIS, (602) 881-8479.

7-8: Assimilation. "Whatever Happened to Beauty: Aesthetics in a Culture of Spam," symposium, University of Texas, Austin, Tex. Contact: Center for Study of Modernism, (512) 471-7547, or Texas Fine Arts Association, (512) 453-5312.

7-8: Drug abuse. "The Role of Spirituality in Recovery," seminar, University of California at San Diego, San Diego. Contact: (619) 534-3400, fax (619) 534-8527.

7-8: Management. "Managing for Success," seminar, University of Utah, Salt Lake City. Contact: Janice Blackham, (801) 581-5809.

7-8: Women's studies. "Women as Creators: an Interdisciplinary Approach," conference, Marywood College, Scranton, Pa. Contact: Judith Hochman, (717) 348-6211.

7-8: Faculty. National conference of American Indian professors, Tempe, Ariz. Contact: Center for Indian Education, Arizona State University, Farmer 415, Tempe, Ariz. 85287; (602) 965-6292.

7-8: Legal issues. Workshop on legal issues in higher education, Stetson University and others, Sheraton Sand Key Resort, Clearwater, Fla. Contact: Alice Ruffner, (813) 345-1121, ext. 312.

7-9: Students. Annual conference, Association for Student Judicial Affairs, Clearwater Beach, Fla. Contact: Dennis E. Gregory, (919) 759-5185.

8: Philosophy. Conference, Greater Philadelphia Philosophy Consortium, Temple University, Philadelphia. Contact: Mary H. Donohue, Thomas Library, Bryn Mawr College, Bryn Mawr, Pa. 19010.

8-9: Legal issues. ". . . And Here's the Foul Shot: Fairness in Intercollegiate Athletics," conference, National Association of College and University Attorneys, Radisson Suite Resort, Clearwater Beach, Fla. Contact: Annalouise Kronk, NACUA, One Dupont Circle, Washington 20036; (202) 833-8390, fax (202) 296-8379.

8-11: Geology. "Thematic Conference on Geologic Remote Sensing," ERIM, Pasadena, Cal. Contact: ERIM, P.O. Box 134001, Ann Arbor, Mich. 48113-4001; (313) 994-1200, ext. 3234, fax (313) 994-5123.

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8-12: Institutional advancement. District conference, Council for Advancement and Support of Education, Philadelphia. Contact: CASE, (202) 328-5900.

9: Legal issues. "Managing Critical Liability Issues," conference, National Association of College and University Attorneys, Sheraton-Sand Key Resort, Clearwater Beach, Fla. Contact: Annalouise Kronk, NACUA, Suite 620, One Dupont Circle, Washington 20036; (202) 833-8390, fax (202) 296-8379.

9-10: Telecollaboration. Annual conference, National University Teleconference Network, Washington. Contact: NUTN, 210 Public Information Building, Oklahoma State University, Stillwater, Okla. 74078-0653; (405) 744-5191, fax (405) 744-5757.

9-11: Research. "Sponsored Programs for Predominantly Undergraduate Colleges and Universities," conference, National Council of University Research Administrators, Hyatt Regency—Capitol Hill Hotel, Washington. Contact: NCURA, Suite 220, One Dupont Circle, Washington 20036; (202) 466-3894.

9-12: Curriculum. "The Fate of Liberal Education," conference, University of Chicago, Chicago. Contact: (312) 702-4195.

9-12: Legal issues. "Law and Higher Education," conference, Stetson University, Clearwater, Fla. Contact: Alice Ruffner, (813) 345-1121, ext. 312.

Continued on Following Page

CONFERENCES

Foundation for Critical Thinking

National Council for Excellence in Critical Thinking — NCECT, Forging a Nation of Thinkers

CHICAGO • DALLAS • MIAMI • BOSTON • LOS ANGELES • DENVER • PITTSBURGH • SEATTLE

Critical Thinking

Teaching Strategies Institutes In Every Region of the Country

The Problems of Higher Education

The glut of information, the growth of disinformation, the acceleration of change, the expansion of specialization, the threat of fragmentation, the ever more subtle and complicated struggle for survival: economically, politically, socially, and morally—the modern world poses grave challenges for higher education today. The old lecture-for-recall method of instruction is clearly inadequate. It does not lead to independent, critical thought. It does not cultivate historical, anthropological, philosophical, mathematical, or scientific thinking. It does not develop in students a respect for clarity, precision, accuracy, logic, relevance, depth, or breadth of mind. It does not teach students to read, write, speak, or listen critically. It leads neither to the mastery of content nor to the disciplining of minds.

What can we do?

There is a solution for those of us who teach throughout a single one. It is found in the art of critical thinking as a foundation for both our teaching and our students' learning.

What the Institutes emphasize

The Institutes emphasize: the basic concepts of critical thinking, teaching strategies that discipline the mind, the mastery of content, the establishment of intellectual standards, the art of Socratic questioning, application to reading and writing, interdisciplinary examples, tactics and strategies for teaching, modes of evaluation and assessment, and the redesign of courses, majors, and programs.

Where do they lead?

You will begin to see: how to cover less so students learn more, how to speak less so students think more, how to cultivate critical reading and writing, how to require more writing yet do less grading, how to focus on concepts with high generalizability, how to foster subject matter insights, how to model thinking in your discipline, how to question students to foster thought, how to set explicit intellectual standards that students apply to their own work, how to design assignments that students must think their way through.

Presenters

RICHARD W. PAUL, a major leader in the international critical thinking movement, has published over 40 articles and five books and organized 11 international conferences on critical thinking. He has lectured and conducted workshops on many major universities and colleges both in the USA and abroad. His recent book is: *Critical Thinking: What Every Person Needs to Survive in a Rapidly Changing World.*

GERALD NOSICH, noted authority and scholar on critical thinking, is working on a book on critical thinking across the curriculum. He has given many workshops on critical thinking across the country.

Two Day Regional Institutes on Critical Thinking Teaching Strategies

Southeast
MIAMI: Jan. 29-30, 1992
Omni International Hotel

New England
BOSTON: Feb. 1-2, 1992
Logan International Hotel

Southwest
LOS ANGELES: Feb. 22-23, 1992
Marriott-Marina del Rey

Rocky Mountain
DENVER: March 28-29, 1992
Sheraton Denver Airport Hotel

Mid-Atlantic
PITTSBURGH: April 25-26, 1992
Holiday Inn at Intl. Airport

Northwest
SEATTLE: May 16-17, 1992
Sea-Tac Holiday Inn

Reservations
Send check or purchase order payable to the:
Foundation for Critical Thinking
4655 Sonoma Mountain Road
Santa Rosa, CA 95404

Single: $195/person
4 or more: $175/person

For further information
(707) 664-2940

Registration is limited

CHICAGO • DALLAS • MIAMI • BOSTON • LOS ANGELES • DENVER • PITTSBURGH • SEATTLE

CONFERENCES, CALLS FOR PAPERS

3rd National Conference on College Teaching and Learning

APRIL 9 - 11, 1992 - OMNI Hotel - Jacksonville, Florida

"Improving Teaching and Learning in the College Classroom"

The conference will focus on four areas:

1. Innovative college teaching/learning techniques
2. Classroom research projects conducted by teachers
3. Developing Teaching/Learning Centers
4. Applying technology in the classroom

Some featured presenters are:

Thomas A. Angelo
Larry Danigo
Don Deucetta
Pat Hutchings
Roger T. Johnson
George Vaughan
Carol Weiss

Technology track:

- IBM / ACIS Scholars
- Virtual Reality Session: Hands-on Demos
- Multi-Media & Electronic Classroom Visits
- Technology / Software Fair

For registration forms and more information, contact:

Dr. Bill Martin
Martin Center for College Services
Florida Community College at Jacksonville
501 W. State St., Jacksonville, Florida 32202
(904)632-3155 FAX: 632-3393

25 YEARS — FLORIDA COMMUNITY COLLEGE AT JACKSONVILLE

The Center for the Advancement of Teaching and Learning

FCCJ is an equal opportunity/affirmative action college and maintains a smoke-free indoor environment.

CALL FOR PAPERS — March 6

Women: Vitae and abstracts of papers for possible presentation at the 6th Annual Interdisciplinary Conference.

Theme:

"Women: Voices, Visions, and Vexations"

to be held September 24-26, 1992 at Bowling Green, Kentucky

Keynote Speaker: Annette Kolodny

Contact: Program Committee, Women's Studies Conference
FAO 200, Western Kentucky University
Bowling Green, KY 42101
502-745-5707 or 745-5728. Fax # 502-745-5387.

Coming February 19

A SPECIAL PULL-OUT SUPPLEMENT

Events in Academe

Spring-Summer 1992

You'll want to save this extraordinarily useful compendium of meetings, conferences, seminars, and other noteworthy events in higher education this coming spring and summer. It will feature listings by subject, sponsoring organizations, and dates, with names, addresses, and phone numbers of the people to call upon for detailed information and application forms.

Be sure to reserve advertising space.

To call extra attention to the events you sponsor, you're invited to insert an advertisement in this special section of The Chronicle. Deadline for space reservations and materials: Friday, January 31. Phone our Display Advertising Department today: (202) 466-1080; ask for Lauren Coffman.

Listings in the reference columns of this special supplement are free, but publication of meeting announcements is at the discretion of the editors.

The Chronicle of Higher Education
1255 Twenty-Third Street, N.W., Washington, D.C. 20037

Coming Events

Continued From Preceding Page

10: Student personnel. Seminar on student-success courses. College Survival Inc., New York. Contact: CSI, 2650 Jackson Boulevard, Rapid City, S.D. 57702-3474; (800) 528-8323, fax (605) 343-7553.

■ **10-11: Adult education.** "Focus on Adults: a Self-Study Guide for Postsecondary Education Institutions," workshop, American Council on Education, Washington. Contact: Center for Adult Learning and Educational Credentials, ACE, One Dupont Circle, Washington 20036-1193; (202) 939-9475.

■ **10-11: Multicultural.** "Developing and Implementing Multicultural Curricula," workshop, Southwest Center for Human Relations Studies, San Diego. Contact: (405) 325-3936.

10-12: Planned giving. "Conrad Teitell's Comprehensive Planned Giving Course," Philanthropy Tax Institute, San Francisco. Contact: Sally-Ann D'Shea, PTI, 13 Arcadia Road, Old Greenwich, Conn. 06870; (203) 637-4311.

11: Student personnel. Seminar on student-success courses, College Survival Inc., Philadelphia. Contact: CSI, 2650 Jackson Boulevard, Rapid City, S.D. 57702-3474; (800) 528-8323, fax (605) 343-7553.

11-13: Personnel. "Admission-Representative Seminar," sai Gallup, Lincoln, Neb. Contact: sai Gallup, 301 South 68th Street, Lincoln, Neb. 68510; (800) 288-8592 or (402) 489-9000.

12
Lincoln's Birthday

■ **12: Research.** "Responding to Allegations of Research Misconduct in the University: a Practicum," workshop, American Association for the Advancement of Science, Hyatt Regency Hotel, Chicago. Contact: Misconduct Practicum, Directorate for Science and Policy Programs, AAAS, 1333 H Street, N.W., Washington 20005; (202) 326-6600, fax (202) 289-4950.

12-13: Admissions. College fair, National Association of College Admission Counselors, Pittsburgh. Contact: NACAC, Alexandria, Va. 22314; (703) 836-2222.

■ **12-14: Fund raising.** Annual winter conference, American Prospect Research Association, Hyatt Orlando Hotel, Orlando, Fla. Contact: John L. Gliha, (515) 294-6819.

12-14: Higher education. "Lifelong Learning: Meeting the Higher Education Needs of Adult Learners," conference, National University, San Diego. Contact: National University Research Institute, National University, Suite 322, 4025 Camino del Rio South, San Diego 92108; (619) 563-7144.

12-16: Music. Annual conference, Sonneck Society for American Music, Louisiana State University, Baton Rouge, La. Contact: Wallace McKenzie, School of Music, Louisiana State University, Baton Rouge, La. 70803; (504) 388-3261.

■ **13: International education.** "Education in the People's Republic of China," workshop, World Education Services, San Francisco. Contact: Robert Hunter, (212) 966-6311, fax (212) 966-6395.

13-14: Business officers. "Strategic Planning and Budgeting," workshop, National Association of College and University Business Officers, Los Angeles. Contact: NACUBO, Professional Development Department, Suite 500, One Dupont Circle, Washington 20036; (202) 861-2520.

13-14: Cooperative education. "Two-Year Colleges and Co-op: It's a Natural!" training program, Northeastern University, Cincinnati. Contact: Donna Dayley, Associate Training Director, Northeastern University, Center for Cooperative Education, 503 Stearns Center, Northeastern University, Boston 02115; (617) 437-3774, fax (617) 437-3402.

13-16: History. "Encounters, 1492-1992: 500 Years of Interaction," symposium, Texas Lutheran College, Seguin, Tex. Contact: Stephen Anderson, (512) 372-8020.

■ **13-14: Multicultural issues.** "Managing Diversity in the University/College Workplace," workshop, Southwest Center for Human Relations Studies, San Diego. Contact: (405) 325-3936.

13-16: Multicultural issues. "Multicultural Programs: Certificate Training," International Counseling Center and George Washington University, Washington. Contact: ICC, Suite 138, 3000 Connecticut Avenue, N.W., Washington 20008; (202) 483-0700.

13-16: Social sciences. Conference, Sunbelt Social Network Conference, San Diego. Contact: Phillip Bonacich, Department of Sociology, University of California, Los Angeles 90024.

13-17: Women and higher education. "Next Step Workshop for Women Administrators in Higher Education: Whose Next Career Step Could Be the CEO Position," National Institute for Leadership Development, Phoenix. Contact: NILD, Rio Salado Community College, 640 North First Avenue, Phoenix 85003; (602) 223-4290.

■ **13-19: Personnel.** National seminar, College and University Personnel Association, Capital Hilton Hotel, Washington. Contact: Lucia Cretella or Karen Simon, CUPA, Suite 503, 1233 20th Street, N.W., Washington 20036; (202) 429-0311, ext. 6.

14
Valentine's Day

■ **14: Faculty development.** Annual conference, Massachusetts Faculty Development Consortium, Waltham, Mass. Contact: Susan A. Hallum, MFDC, Bridgewater State College, Bridgewater, Mass. 02325; (508) 697-1201.

■ **14: Higher education.** "A Day With Arthur Chickering: Education and Identity Revisited," workshop, California State University, Long Beach. Cal. Contact: Cynthia S. Johnson or Kathryn Goldhurd, Student Development in Higher Education, 1250 Bellflower Boulevard, Long Beach, Cal. 90840; (213) 985-4974.

■ **14: Higher education.** "Teaching in Shopping Centers," teleconference, NUTN and Indiana University-Purdue University at Indianapolis. Contact: NUTN, (405) 744-5191.

■ **14: Mathematics.** Math workshop, Addison-Wesley Publishing Company, Xavier University, Cincinnati. Contact: Addison-Wesley, One Jacob Way, Reading, Mass. 01867; (617) 944-3700.

■ **14: Student affairs.** Annual conference on student affairs, University of Maryland, College Park, Md. Contact: Mary D. Gibson, Maryland Student Affairs Conference, 2101 Annapolis Hall, University of Maryland, College Park, Md. 20742; (301) 314-7343.

■ **14-15: Teaching.** "It's a Small World: Using Multi-Cultural Education for Effective Teaching," forum, Fayetteville State University, Fayetteville, N.C. Contact: Bertha H. Miller, (919) 486-1265.

14-18: Multicultural education. Annual conference, National Association for Multicultural Education, Orlando, Fla. Contact: Alfread G. Moulton, Division of Basic Studies, McNeese State University, Lake Charles, La. 70609; (318) 475-5131 or 1318) 474-4772.

■ **14-16: Black writers.** Meeting, Union of Writers of the African Peoples, Community College of Philadelphia, Philadelphia. Contact: UWAP, c/o Forbes Quadrangle 3701, University of Pittsburgh, Pittsburgh 15260; (412) 648-7540, fax (412) 648-7214.

14-17: Institutional advancement. District conference, Council for Advancement and Support of Education, Grand Hyatt Hotel, Washington. Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.

15-18: Teacher education. "Education and Family: a Global Perspective," annual meeting, Association of Teacher Educators, Orlando, Fla. Contact: ATE, 1900 Association Drive, Reston, Va. 22091; (703) 620-3110, fax (703) 620-9530.

16: Personnel. "Salary Equity," professional development program, College and University Personnel Association, Capital Hilton Hotel, Washington. Contact: Lucia Cretella or Karen Simon, CUPA, Suite 503, 1233 20th Street, N.W., Washington 20036; (202) 429-0311, ext. 6.

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15-19: Enrollments. "Retention Showcase: Focus on the Undecided Student," conference, Bradley University, Costa Mesa, Cal. Contact: Center for Educational Development, Bradley University, Peoria, Ill. 61625; (309) 677-2420.

■ **15-18: Equal opportunity.** "Passport to the Future: Forging Partnerships Through Business, Education, and Government," annual conference, Southeastern Association of Educational Opportunity Program Personnel, Nashville. Contact: Loretta H. Herrin, Project Upward Bound, Benedict College, Columbia, S.C. 29203; (803) 253-5342.

17
Presidents' Day

■ **17-19: Fund raising.** "Securing Major Gifts Using Gift-Planning Techniques," seminar, National Planned Giving Institute, French Quarter Suites Hotel, Memphis. Contact: Kathy L. Robbins, Robert F. Sharpe and Company, 3050 Poplar Avenue, Memphis 38157-1212; (901) 767-2330 or (800) 238-3253.

■ **18-20: Campus activities.** Annual meeting, National Association for Campus Activities, Dallas. Contact: NACA, P.O. Box 6828, Columbia, S.C. 29260; (803) 732-HACA.

■ **18-21: Ethics.** "The Future of Ethics in America: Can an Individual Make a Difference?" national conference, California State University, Long Beach, fax (213) 985-8449.

■ **18-21: Fund raising.** "Taxes and Giving," seminar, National Planned Giving Institute, French Quarter Suites Hotel, Memphis. Contact: Kathy L. Robbins, Robert F. Sharpe and Company, 3050 Poplar Avenue, Memphis 38157-1212; (901) 767-2330 or (800) 238-3253.

18-21: Fund raising. "Winter Institute for Senior Development Professionals," Council for Advancement and Support of Education, Hyatt Sarasota Hotel, Sarasota, Fla. Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.

■ **20: State financing.** "How to Insure Your State Funding: Trends and Issues to Increase State Funding for Higher Education Institutions," teleconference, Dallas County Community College District and Community College Satellite Network. Contact: Jeff Rodman, (214) 953-6132, fax (214) 953-6329.

20-21: Alumni. "Working With Alumni Boards," workshop, Council for Advancement and Support of Education, Adam's Mark Hotel, St. Louis. Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.

■ **20-21: Business officers.** "Budgeting for Academic and Student-Services Units," workshop, National Association of College and University Business Officers, Boston. Contact: NACUBO, Professional Development Department, Suite 500, One Dupont Circle, Washington 20036; (202) 861-2520.

■ **20-22: Fund raising.** "Focus On Your Success!" conference, National Society of Fund Raising Executives, Holiday Inn Riverwalk, San Antonio. Contact: NSFRE, P.O. Box 40422, San Antonio 78229-1422.

20-22: Legal issues. "Law and Leadership in the Schools," conference, Seton University, St. Petersburg, Fla. Contact: Alice Ruffner, Conference Coordinator, Stetson University College of Law, 1401 61st Street South, St. Petersburg, Fla. 33707; (813) 345-1121, ext. 312.

■ **20-21: Management.** "Evaluating and Timing Capital Projects," workshop, Gil Ed Laboratories, Oriental, N.C. Contact: Gil Ed, P.O. Box 888, Oriental, N.C. 28571; (919) 249-3040.

20-22: Administrators. Annual meeting, American Association of Presidents of Independent Colleges and Universities, Phoenix. Contact: (213) 458-4448.

■ **20-22: Education.** "Infusion of African and African-American Content in the School Curriculum," national conference, Keate Fund, Hyatt Regency Hotel, Atlanta. Contact: Keate Fund, P.O. Box 396, Atlanta 30301.

20-22: English. Southeast regional conference on English in the two-year college, National Council of Teachers of English, Raleigh, N.C. Contact: Hilda Bauer, Pitt Community College, Drawer 7007, Greenville, N.C. 27835-7007; (919) 355-4416.

■ **20-22: Multiculturalism.** "Multicultural Washington, D.C.: the Changing Complexion of Social Inequality," conference, American University and Institute for Policy Studies, Washington. Contact: Robert D. Manning, Department of Sociology, American University, Washington 20016; (202) 885-2474, fax (202) 885-2411.

20-23: Continuing education. "Developing and Teaching Programs in the Humanities, Arts, and Sciences: Training Adults in Changing Times," division meeting, National University Continuing Education Association, Knickerbocker Chicago Hotel, Chicago. Contact: Christopher L. Guymon, University of Chicago, Office of Continuing Education, 5835 Kimbark Avenue, Chicago 60637; (312) 702-1722, fax (312) 702-6814.

20-23: Higher education. "Re-Forming Arts and Sciences Majors: Streamlining Majors as Communities for Liberal Learning," regional conference, Association of American Colleges, Philadelphia. Contact: Thomas Jenkins, Associate Director of Programs, AAC, 1818 R Street, N.W., Washington 20009; (202) 387-3760.

■ **21: Mathematics.** Math workshop, Addison-Wesley Publishing Company, Oakville, Ill., and St. Petersburg, Fla. Contact: Addison-Wesley, One Jacob Way, Reading, Mass. 01867; (617) 944-3700.

■ **21: Students.** "Student Affairs in the 90's: Searching for the Silver Lining," conference, Saint Joseph's University and other sponsors, Chestnut Hill, Pa. Contact: Nancy Komada, Director of Student Activities, Saint Joseph's University, 5600 City Avenue, Philadelphia 19131-1395; (215) 660-1073.

■ **21-22: Computers and libraries.** "Online, Offline, In-line: Computer Law for the 1990's," conference, Southern California Association of Law Libraries, Los Angeles. Contact: Kathleen Smith, (213) 688-7819, or Eleanor Gonzales, (213) 138-0358.

21-22: Women's studies. "Restoration and 18th-Century Women's Voices," annual meeting, Alpha Delta Society, New Orleans. Contact: Ellen Gardiner, Department of English, University of Mississippi, University, Miss. 38677.

■ **21-23: Ethnography.** "Ethnography in Education Forum," University of Pennsylvania, Philadelphia. Contact: Frances Riemer, Center for Urban Ethnography, 720 Walnut Street, Philadelphia 19106-3703; (215) 925-3273.

■ **21-25: Science education.** "National Life Sciences Education Summit Conference II," conference, Coalition for Education in the Life Sciences, Wingspread Conference Center, Racine, Wis. Contact: Rachel Henry, American Society for Microbiology, 1325 Massachusetts Avenue, N.W., Washington 20005; (202) 737-4731.

■ **21-25: Freshman year.** Annual meeting of the freshman-year experience, University of South Carolina, Columbia, S.C. Contact: Freshman Year Experience, University III, University of South Carolina, Columbia, S.C. 29208; (803) 777-6029.

22
Washington's Birthday

■ **22: Freshman-year experience.** "Freshman-Seminar Instructor Training," workshop, University of South Carolina and other sponsors, Columbia, S.C. Contact: Freshman Year Experience Conferences, University 101, University of South Carolina, 1728 College Street, Columbia, S.C. 29208; (803) 777-6029.

■ **22: Mathematics.** Math workshop, Addison-Wesley Publishing Company, Harrisburg, Pa., and Huntington Beach, Cal. Contact: Addison-Wesley, One Jacob Way, Reading, Mass. 01867; (617) 944-3700.

22-23: Critical thinking. "Critical-Thinking Teaching Strategies," regional institute, Foundation for Critical Thinking, Los Angeles. Contact: Center for Critical Thinking, Sonoma State University, Rohnert Park, Cal. 94923; (707) 664-2940.

22-26: Institutional advancement. District conference, Council for Advancement and Support of Education, Delta Hotel, Vancouver, British Columbia. Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.

■ **22-26: Women.** "Leadership Development Program for Women in Higher Education," National Institute for Leadership Development, Columbia, S.C. Contact: NILD, 640 North First Avenue, Phoenix 85003; (602) 223-4290.

■ **22-28: Business officers.** "Treasury/Cash Management," workshop, National Association of College and University Business Officers, Boston. Contact: NACUBO, Professional Development Department, Suite 500, One Dupont Circle, Washington 20036; (202) 861-2520.

■ **22-28: Continuing education.** "Strategic Planning Your Institutional Image," workshop, Council for Advancement and Support of Education, Forum Hotel, Chicago. Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.

24-25: Business officers. "Intermediate Fund Accounting," workshop, National Association of College and University Business Officers, Monterey, Cal. Contact: NACUBO, Professional Development Department, Suite 500, One Dupont Circle, Washington 20036; (202) 861-2520.

■ **24-26: Fund raising.** "Knowing the Essentials," seminar, John Brown Limited, Harvard Faculty Club, Cambridge, Mass. Contact: JBL, P.O. Box 296, Peterborough, N.H. 03458-0296; (603) 924-3834, fax (603) 924-7998.

24: Minorities. "Student-College Interview Session," Southeastern Regional Office of National Scholarship Service and Fund for Negro Students, Pittsburgh Hilton and Towers Hotel, Pittsburgh. Contact: NSFNSFNF, 965 Martin Luther King, Jr., Drive, N.W., Atlanta 30314-2947; (404) 577-3990.

24-28: Institutional advancement. "Sharpening Your Institutional Image," workshop, Council for Advancement and Support of Education, Forum Hotel, Chicago. Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.

24-26: Business officers. "Intermediate Fund Accounting," workshop, National Association of College and University Business Officers, Monterey, Cal. Contact: NACUBO, Professional Development Department, Suite 500, One Dupont Circle, Washington 20036; (202) 861-2520.

■ **24-26: Fund raising.** "Knowing the Essentials," seminar, John Brown Limited, Harvard Faculty Club, Cambridge, Mass. Contact: JBL, P.O. Box 296, Peterborough, N.H. 03458-0296; (603) 924-3834, fax (603) 924-7998.

■ **28: Health.** "Beyond the Facts: Promotina Sexual Health in Campus Communities," teleconference, American College Health Association and other sponsors. Contact: Labow & Associates, 1818 West Sunset Drive, Stillwater, Okla. 74074; (405) 743-0559, fax (405) 377-9118.

■ **28: Philosophy.** "Symposium in Memory of Morris Weitz," Boston University, Boston. Contact: Robert S. Cohen, Center for Philosophy and History of Science, Boston University, Boston 02215.

■ **26-28: Teacher education.** "Where Are We Going? Who Will Lead Us There?" annual meeting, American Association of Colleges for Teacher Education, San Antonio Marriott Rivercenter Hotel, San Antonio. Contact: Sonia Goree or Claudia Goldberg, AACTE, Suite 610, One Dupont Circle, Washington 20036-1186; (202) 293-2450.

■ **28: Fund raising.** Seminars, Nova University, Fort Lauderdale, Fla. Contact: Nova University, Office of Continuing Education, 201 Mailman-Hollywood Building, 3301 College Avenue, Fort Lauderdale, Fla. 33314.

Continued on Following Page

CONFERENCES, WORKSHOPS

National Endowment for the Humanities
Summer Seminars for College Teachers, 1992

Seminars last from five to eight weeks. Participants receive a stipend between $2,825 and $4,000 depending on the length of the seminar. Non-teaching scholars, such as archivists, curators, editors, and librarians, are eligible.

ARTS

Alistair Duckworth, U. of Fla., *The Pictuesque Movement*
William Ferris, U. of Miss., *Blues as History, Literature, and Culture*
Marcia Hall, Temple Univ., *Roman Paintings, 1480-1550* (location: Rome)
John Pinto, Princeton, *Architecture and Urbanism in Rome, 1500-1750* (location: Rome)
Richard Wendorf, Harvard, *Biography and Portrait Painting*

LITERATURE AND LANGUAGE

Hans Aarsleff, Princeton, *The Problem of Language and Human Nature: Locke through Romanticism*
Paula Backscheider, U. of Rochester, *Biography and Biographical Evidence: The Restoration through the 18th Century* (location: London)
Ernst Behler, U. of Wash., *Romantic Literary Theory and Literary Modernity*
R. Howard Bloch, Berkeley, *Old French Fabliaux and the Medieval Sense of the Comic*
Jerome Christensen, Johns Hopkins, *British Romanticism and the Triumph of Liberalism*
John Miles Foley, U. of Mo., *The Oral Tradition in Literature*
Lilian Furst, Stanford, *Rerending Realist Fiction: Balzac, Eliot, Munn*
Benjamin Harshav, Yale, *The Modern Jewish Revolution: Literature, Culture, and History*
Anton Kaes, Berkeley, *Film, Literature, and Urban Culture in the Weimar Republic* (location: Berlin)
John Kronik, Cornell, *Hispanic Metafiction*
Mark Krupnick, U. of Chicago, *Jewish-American Literature since 1925*
Mason Lowance, Newberry Library, Uncle Tom's Cabin *and Antebellum American Culture*
Steven Mullaney, U. of Mich., *Inventing the New World: Texts, Contexts, Approaches*
Karen Newman, Brown, *Culture and Society in 17th-Century London and Paris*
Enrico Mario Santi, Georgetown, *Poetry and Poetics in Latin America, 1880-1980*
Michael Seidel, Columbia, *Reading, Interpreting, and Teaching* Ulysses
Candace Slater, Berkeley, *Images of Amazonia*
Howard Stein, Columbia, *The American Playwright, 1920-80*
Martha Vicinus, U. of Mich., *The Construction of the "New Woman" and the "New Man" in the 1890s*

HISTORY

Lois Banner, U. of Southern Cal., *The New Gender Scholarship: Women and Men in U.S. History*
Richard Herr, Berkeley, *Identity and Loyalty in Europe and the Americas from 1700*
David Katzman, U. of Kansas, *The Growth of Urban African-American Communities*
Karen Offen, Stanford, *The Woman Question in Western Thought, 1750-1950*
Carroll Pursell, Case Western Reserve, *The Role of Technology in American Culture* (Designed for, but not limited to, two-year college teachers)
Eric Van Young, UC, San Diego, *Resistance, Rebellion, and Adaptation in Rural Latin America, 1500-1900*
Charles Wilson, U. of Miss., *Religious Traditions and the History of the South*
Robin Winks, Yale, *The Historian as Detective*
Olivier Zunz, U. of Va., *American Urban History: Places and Process*

PHILOSOPHY AND RELIGION

Peter Achinstein, Johns Hopkins, *Methodological Debates in 19th-Century Physics*
Calvin Carmichael, Cornell, *Law and Religion in the Bible*
Edwin Curley, Northwestern, *Religion and Politics in Hobbes and Spinoza*
Louis Feldman, Yeshiva, *The Greek Encounter with Judaism in the Hellenistic Period*
Jerry Fodor and Ernest LePore, Rutgers, *Meaning Holism*
Peter French, Trinity Univ. (San Antonio), *Responsibility: The Theory and its Application*
Hans Hillerbrand, Duke, *Religious Reform and Societal Change in the 16th Century*
Michael Resnik, UNC, *Frege and the Philosophy of Mathematics*
Amélie Rorty, UC, Santa Cruz, *A History of Philosophical Conceptions of Virtue*
J.B. Schneewind, Johns Hopkins, *A History of Modern Moral Philosophy*
Claude Welch, Graduate Theological Union, Berkeley, *Church and Society in 19th-Century Religious Thought*
Michael Williams, Northwestern, *Examining the New Skeptics*

POLITICS AND SOCIETY

Joel Best, Southern Illinois, *Social Problems: The Constructionist Stance*
Newton Garver and Claude E. Welch, Jr., SUNY—Buffalo, *Human Rights in Theory and Practice*
Robert W. Gordon, Stanford Law School, *Construction of the Past in American Legal Thought*
Lawrence Rosen, Princeton, *Anthropological Approaches to Law*
Sidney Tarrow, Cornell, *Political Histories of Collective Action*

Postmark Deadline: March 2

NEH

Directors have applications and complete information now. Applications are made directly to them.

For information on the program, including directors' addresses and telephone numbers, contact: Summer Seminars for College Teachers, Room 316C, National Endowment for the Humanities, Washington, D.C. 20506, 202/786-0463.

Coming Events

Continued From Preceding Page

26-28: Coatings. Symposium on waterborne, higher-solids, and powder coatings, Southern Society for Coatings Technology, New Orleans. Contact: Robert F. Storey or S. E. Thames, Polymer Science, University of Southern Mississippi, Southern Station Box 10076, Hattiesburg, Miss. 39406; (601) 266-5193.

26-29: Learning technology. "Learning Technology in the Health-Care Sciences and Interactive Instruction Delivery," Society for Applied Learning Technology, Orlando, Fla. Contact: SALT, 50 Culpeper Street, Warrenton, Va. 22186.

26-29: Minorities. Annual meeting, Pennsylvania Black Conference on Higher Education, Philadelphia. Contact: Alecia King, Philadelphia College of Pharmacy and Science, 600 South 43rd Street, Philadelphia 19104; (215) 596-8522.

26-March 2: Developmental education. Annual conference, National Association for Developmental Education, San Antonio. Contact: Silvia Lujan, University of Texas-San Antonio, 1201 West University Drive, Edinburg, Tex. 78539; (512) 381-2585, Michael Barka, Eastfield College, 3737 Motley, Mesquite, Tex. 75150, (214) 324-7169, or James Smith, Trinity Valley Community College, Athens, Tex. 75751; (903) 675-6242.

■ 27: International education. "Education in the People's Republic of China," workshop, World Education Services, Washington. Contact: Robert Hunter, (212) 966-6311, fax (212) 966-6395.

27: Minorities. "Student-College Interview Session," Southeastern Regional Office of National Scholarship Service and Fund for Negro Students, Philadelphia. Contact: SERO-NSSFNS, 963 Martin Luther King, Jr., Drive, N.W., Atlanta 30314-2947; (404) 577-3990.

■ 27: Music. Regional meeting, College Music Society, Miami. Contact: CMS, 202 West Spruce Street, Missoula, Mont. 59802; (406) 721-9616.

27-28: Fund raising. "Major Gift Fund Raising for Deans," workshop, Council for Advancement and Support of Education, Doubletree Marina Del Rey Hotel, Los Angeles. Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.

■ 27-28: Information systems. "Human Factors in Information Systems," symposium, Arizona State University-West, Phoenix. Contact: Jane M. Carey, Business Programs, Arizona State University-West, P.O. Box 37100, Phoenix 85069; (602) 543-6216.

27-28: Ethics. "The Global Village: Ethics and Values," conference, Barry University, Miami. Contact: Barry University, Center for Applied and Professional Ethics, Department of Theology and Philosophy, 11300 N.E. Second Avenue, Miami Shores, Fla. 33161-6695; (305) 899-3410.

27-March 1: Aging. Annual meeting, Association for Gerontology in Higher Education, Stouffer Harborplace Hotel, Baltimore. Contact: AGHE, Suite 410, 1001 Connecticut Avenue, N.W., Washington 20036-5504; (202) 429-9277.

■ 27-March 1: Peace studies. Annual meeting, Peace Studies Association, University of Colorado, Boulder, Colo. Contact: PSA, Campus Box 271, University of Colorado Boulder, Colo. 80309-0471; (303) 492-7718.

■ 27-March 1: Psychology. "National Feminist Psychology Conference: Women's Realities, Women's Visions," Association for Women in Psychology, Sheraton at Shoreline Square Hotel, Long Beach, Cal. contact: Patricia Rozee, P.O. Box 15743, Long Beach, Cal. 90815; (213) 985-5032.

■ 28-29: Art therapy. "Exploring the Boundaries: Art and Mental Health," conference, University of Utah, Salt Lake City. Contact: Cathy Stringham, University of Utah, Conferences and Institutes, 2174 Annex Building, Salt Lake City 84112; (801) 581-5004.

■ 28-29: Philosophy. "The Implications of Realism and Antirealism for Epistemology," conference, Santa Clara University, Santa Clara, Cal. Contact: Richard B. Kulp, Philosophy Department, Santa Clara University, Santa Clara, Cal. 95053.

■ 28-March 1: Broadcasting. National convention for school- and college-radio broadcasters, Intercollegiate Broadcasting System, New York. Contact: Jeff Tellis, Box 592, Falls Hate, N.Y. 12584-0592; (914) 565-6710, fax (914) 561-1932.

■ 28-March 1: Higher education. "Workload and Productivity: New Definitions and Increasing Demands," conference on higher education, National Education Association, San Diego. Contact: Christine Maitland, Coordinator, Higher Education Conference, NEA, 1201 16th Street, N.W., Washington 20036-3290; (202) 822-7162.

28-March 2: Music. "Playing Hard Hart," conference, University of South Florida and other sponsors, Clearwater, Fla. Contact: Lugretia Lenker or Don Owen, University of South Florida, 4202 East Fowler Avenue, CIS 1018, Tampa, Fla. 33620; (813) 974-2403.

■ 29: Drug abuse. "Annual Intercollegiate Prevention Forum: Campuses and Communities—Partners in Preventing Alcohol and Other Drug Problems," San Diego Area Intercollegiate Consortium, University of San Diego, San Diego, Cal. Contact: Nancy Kallonis, Alcohol, Tobacco, and Other Drug Studies, University of California Extension 0176, 9500 Gilman Drive, La Jolla, Cal. 92093-0176; (619) 534-2324, fax (619) 534-0485.

29: Philosophy. "Which Computers Can Think?" symposium, University of New Hampshire, Durham, N.H. Contact: Ken Westphal, Department of Philosophy, University of New Hampshire, Durham, N.H. 03824.

■ 29-March 4: Holocaust and religion. "Holocaust and Church Struggle: Religion, Power, and the Politics of Resistance," annual scholars conference on the Holocaust and the German-church struggle, University of Washington, Seattle. Contact: H. O. Locke, University of Washington, MS DC-13, Seattle 98195; fax (206) 543-1096.

Deadlines

A symbol (■) marks items that have not appeared in previous issues of The Chronicle.

FELLOWSHIPS

February 3: Arts and humanities. Applications for short-term visiting fellowships. Contact: Librarian, Houghton Library, Harvard University, Cambridge, Mass. 02138.

February 14: International studies. Application for dissertation and postdoctoral fellowships for advanced German and European studies, with residence at the Free University of Berlin. Contact: Berlin Program, Social Science Research Council, 605 Third Avenue, New York 10158.

■ February 25: Environmental science and engineering. Applications for resident summer fellowships. Contact: Environmental Science and Engineering Program, American Association for the Advancement of Science, 1333 H Street, N.W., Washington 20005; (202) 326-6670.

February 25: Ethnic studies. Applications for Rockefeller Foundation fellowships. Contact: Evelyn Hu-DeHart, Inter-Ethnic Studies in America, University of Colorado, Campus Box 339, Boulder, Colo. 80309; (303) 492-8671.

February 25: Global change. Applications for Global Change Distinguished Postdoctoral Fellowships, sponsored by the Department of Energy. Contact: Global Change Distinguished Postdoctoral Fellowships, Science/Engineering Education Division, Oak Ridge Associated Universities, P.O. Box 117, Oak Ridge, Tenn. 37831-0117; (615) 576-3041.

■ February 28: Philanthropy. Applications for doctoral fellowships for research in philanthropy. Contact: Center on Philanthropy, Suite 301, 550 West North Street, Indianapolis 46202; (317) 274-4200.

■ February 28: Science and engineering. Applications for two-year fellowships in the White House Office of Science and Technology Policy. Contact: assistant to Executive Branch Science and Engineering Fellows Program, American Association for the Advancement of Science, 1333 H Street, N.W., Washington 20005; (202) 326-6600.

February 28: Women in medicine. Applications for summer fellowships for studying the Archives and Special Collections on Women in Medicine. Contact: Archives and Special Collections on Women in Medicine, Medical College of Pennsylvania, 3300 Henry Avenue, Philadelphia 19129.

■ February 28: Humanities. Applications for visiting fellowships in the humanities. Contact: Jacqueline Murray, Director, Humanities Research Centre, University of Windsor, 401 Sunset Avenue, Windsor, Ontario N9B 3P4; (519) 253-4232, ext. 3506, fax (519) 973-7050.

■ February 29: Humanities conferences. Applications for American Council of Learned Societies Fellowships in Humanities Curriculum Development. Contact: Fellowships Office, American Council of Learned Societies, 228 East 45th Street, New York 10017-3398.

GRANTS

February 1: Science education. Applications for grants under the Informal Science Education Program. Contact: Informal Science Education Program, Room 635, National Science Foundation, 1800 G Street, N.W., Washington 20550; (202) 357-7070.

February 7: Environment. Application for cooperative agreements or grant for projects in environmental education as specified in Section 6 of the National Environmental Education Act. Contact: (703) 347-8036 between 1:00 and 5:00 p.m., Eastern Standard Time. For further information, see *Federal Register*, December 10, Pages 60,313-60,314.

February 14: Technology and ethics. Applications for grants for on-campus lectures. Contact: GTE Corporation Leadership Program, P.O. Box 6317, Princeton, NJ 08541-6317; (609) 951-6507.

■ February 18: Philanthropy. Application for grants for research in philanthropy. Contact: Center on Philanthropy, Suite 301, 550 West North Street, Indianapolis 46202; (317) 274-4200.

■ February 28: Energy biosciences. Applications for research grants in energy biosciences. Contact: Program Notice 92-3, Department of Energy, Office of Basic Energy Sciences, ER-17, Division of Energy Biosciences, Washington 20585, or Pat Snyder, (301) 903-2873. For further information, see *Federal Register*, November 29, Pages 61,604-61

INSTITUTES, WORKSHOPS

February 14: General education. Applications for participation in the Asheville Institute on General Education, to be held in Jane in Asheville, N.C. Contact: Office of Programs, Association of American Colleges, 1818 R Street, N.W., Washington 20009; (202) 387-3760.

■ February 24: Art. Applications for participation in a summer institute on Mexican colonial art, to be held in Albuquerque, N.M., and Mexico City. Contact: Mexican Colonial Art Institute, Latin American Institute, University of New Mexico, Albuquerque, N.M. 87131-1016.

PAPERS

February 3: Higher education. Proposals for possible presentations at a national conference on racial and ethnic relations in American higher education, to be held in Jane in San Francisco. Contact: Israel Abadu, Executive Director, Southwest Center for Human Relations Studies, University of Oklahoma, Suite 300, 1610 Asp Avenue, Norman, Okla. 73037-0005.

February 3: Interdisciplinary programs. Abstracts of papers for possible presentation at a national conference on non-traditional and interdisciplinary programs, to be held in May in Virginia Beach. Contact: Sally Rehfeldkoepfer, Associate Vice-President for Administration and Professional Development, George Mason University, Fairfax, Va. 22030-4444; (703) 993-2098, fax (703) 993-2098.

February 3: Environmental studies. Papers on the theme "Remote Sensing for Marine and Coastal Environments: Needs and Solutions for Pollution Monitoring and Control and Abatement," for possible presentation at a conference, to be held in Jane in New Orleans. Contact: Robert H. Jones, Mississippi State University, Box 9636, Mississippi State, Miss. 39762; (601) 325-3480, fax (601) 325-7811.

February 14: Environmental studies. Abstracts of papers on the theme "Water Resources and Environment: Education, Training, and Research," for possible presentation at a conference, to be held in Jane in Fort Collins, Colo. Contact: Janet Dyke, Fort Collins, Colo. 80523; (303) 491-7425, fax (303) 491-7179.

February 14: Higher education. Manuscripts for possible publication in *Issues and Inquiry in College Learning and Teaching*. Contact: Sally Knight, Managing Editor, PETE Officers, Eastern Michigan University, Ypsilanti, Mich. 48197.

February 15: Jewish studies. Proposals for sessions on the theme "Wonders of the Invisible World," for possible presentations at the Robin Seminar for New England Folklore, to be held in Jane in Deerfield, Mass. Contact: Peter Benes, Director, Dublin Seminar for New England Folklore, 249 Farrington Avenue, Concord, Mass. 01742; (508) 369-7382.

February 15: Community services and continuing education. Proposals for possible presentations at a conference of the National Council on Community Services and Continuing Education, to be held in Jane in Baltimore. Contact: Dyanne Lynn, Prince George's Community College, 301 Largo Road, Largo, Md. 20772; (301) 322-0765.

February 15: German studies. Proposals for possible presentations at the annual conference of the German Studies Association, to be held in October in Minneapolis. Contact: Siegfried Mews, Department of Germanic Languages, Campus Box 1060, 438 Day Hall, University of North Carolina, Chapel Hill, N.C. 27599-3160; (919) 966-1641.

■ February 15: Interdisciplinary studies. Proposals on the theme "Myth and Knowledge" for possible presentations at a conference, to be held in May in Cornet Brook, Newfoundland. Contact: Michael Coyne or Georg Gunther, Sir Wilfred Grenfell College, Memorial University of Newfoundland, Corner Brook, Newfoundland A2H 6P9; (709) 637-6333, fax (709) 639-8125.

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■ February 18: Rural families. Proposals on the theme "Children, Youth, and Families," for possible presentations at the National Rural Families Conference, to be held in September in Manhattan, Kan. Contact: National Rural Families Conference, Division of Continuing Education, Kansas State University, Manhattan, Kan. 66506; (800) 432-8222 or (913) 532-5566.

February 15: Women and writing. Essays on the theme "Women's Positions in Contemporary Writing," for possible publication in *Mid-American Review*. Contact: Edwin Gill, non-fiction editor, Department of English, Bowling Green State University, Bowling Green, Ohio 43403

■ February 24: Administration. Proposals on the theme "Doing more With Less: the Challenge of Constants" for consideration for the Exemplary Models Award and the John Blackburn Award, and for possible presentation at the annual meeting of the American Association of University Administrators, to be held in Jane in Cincinnati. Contact: Susan B. Kaplan, General Secretary, AAUA, 2121 I Street, N.W., Washington 20052; (202) 994-6503, fax (202) 994-8654.

■ February 28: Affirmative action. Abstracts of papers on the theme "Expanding the Dialogue: Affirmative Action in the 21st Century" for possible presentation at a regional conference of the American Association for Affirmative Action, to be held in September in Eugene, Ore. Contact: Dinne Wong, Special Assistant to the President, Office of the President, University of Oregon, Eugene, Ore. 97403; (503) 346-3036.

■ February 28: Human-science research. Abstracts of papers on the theme "The Hermeneutic Circle of Understanding: Voice, Narrative, and Meaning in the Life-Worlds of Children and Adults," for possible presentation at an international conference on human-science research, to be held in June in Rochester, Mich. Contact: Marc Briod, Institute for Action Research, Oakland University, Rochester, Mich. 48309-4401; (313) 370-4233 or (313) 370-4160, fax (313) 370-4239.

■ February 28: Transitioning. Proposals on the theme "Taking Transitioning Seriously," for possible presentations at a symposium, to be held in October and November in Indianapolis. Contact: Robert E. Fogel, Center on Philanthropy, Indiana University-Purdue University, Suite 301, 550 West North Street, Indianapolis 46202-3162.

Adult students. Proposals on the theme "The Adult Learner: Programs to Attract, Retain, and Educate Older Students," for possible presentations at a conference, to be held in May in Columbia, S.C. Contact: National Conference on the Adult Learner, University of South Carolina, Division of Continuing Education, Suite 200, 900 Assembly Street, Columbia, S.C. 29208; (803) 777-9444 or (803) 777-2260, fax (803) 777-9357.

Biography. Short biographies of distinguished Americans who died during the years 1971 through 1980 for possible inclusion in the *Dictionary of American Biography*. Contact: Karen E. Markoe, Suite University of New York Maritime College, Fort Schuyler, Bronx, N.Y. 10465.

International programs. Proposals on the theme "Strategies for Cross-Cultural Communication in the New Information Age: Continuity, Change, and Innovation," for possible presentations at the annual conference of the International Society for Intercultural Education, Training and Research, to be held in May in Jamaica. Contact: SIETAR, Suite 900, 733 15th Street, N.W., Washington 20005; (202) 737-5000, fax (202) 232-3593.

MISCELLANY

February 1: Nursing and anthropology. Research by students demonstrating an integration of nursing and anthropology for consideration for awards from the Transcultural Nursing Society and the Council on Nursing and Anthropology. Contact: Katherine Kelly, Secretary, Transcultural Nursing Society, 32 Woodland Avenue, Salem, N.H. 03079.

February 3: Humanities. Applications from institutions seeking to serve as hosts to Rockefeller Foundation fellows in the humanities. Contact: Humanities Fellowships, Rockefeller Foundation, Arts and Humanities Division, 1133 Avenue of the Americas, New York 10036.

■ February 3: Student aid. Applications for institutional eligibility and certification for participation in the campus-based Perkins Loans, College Work-Study, and Supplemental Educational Opportunity Programs. Contact: Carol F. Shaeffer, Director, Division of Eligibility and Certification, Office of Postsecondary Education, Department of Education, Room 3030, Regional Office Building 3, 400 Maryland Avenue, S.W., Washington 20202-5247; (202) 708-4906. (For further information, see *Federal Register*, January 6, Pages 510-11.)

■ February 18: History of naming. Manuscripts on the history of naming for consideration for the Lavinia L. Dock Award or the Teresa E. Christy Award. Contact: Ellen O. Baer, Center for the Study of the History of Nursing, University of Pennsylvania, School of Nursing, 307 Nursing Education Building, Philadelphia 19104-6096; (215) 898-8287.

■ February 24: Software. Software in the natural sciences, social sciences, or accounting for consideration for EDUCOM Higher Education Software Awards. Contact: Higher Education Software Awards Program, Attention: Gail Miller, Computer Science Center, Building 224, University of Maryland, College Park, Md. 20742-2411.

■ February 28: Philanthropy and education. Dissertations accepted and articles, monographs, and books published during the 1990-91 academic year for consideration for the John Grenzebach Awards for Outstanding Research in Philanthropy for Education. Contact: Judy Olene Grace, Director of Research, Council for Advancement and Support of Education, Suite 400, 11 Dupont Circle, Washington 20036-1261; (202) 328-5985.

Languages. Applications from institutions for participation in the Foreign Language Teaching Assistant Program, which brings Austrian, Belgian, Chinese, French, German, Italian, and Mexican University students or young teachers to the United States to study and serve as the United States teaching assistants. Contact: Language Exchanges, Institute of International Education, 809 United Nations Plaza, New York 10017; (212) 984-5494.

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The Chronicle of Higher Education (ISSN 0009-5982) is published weekly except the third week in August and the last two weeks in December at 1255 Twenty-Third Street, N.W., Washington, D.C. 20037. Subscription rate: $67.50 per year. Second-class postage paid at Washington, D.C., and at additional mailing offices. Copyright © 1992 by The Chronicle of Higher Education, Inc. Member, Audit Bureau of Circulations.